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ABSTRACT

This document presents the 1988 National Hispanic Leadership Conference's agenda on the following major issues: (1) civil rights; (2) corporate and philanthropic responsibility; (3) criminal justice; (4) culture and language policy; (5) economic development policy; (6) education; (7) employment and economic security; (8) health and mental health; (9) housing; (10) immigration, foreign policy, and national security; (11) media; (12) organized religion; (13) political and government empowerment; and (14) Hispanic and veteran military personnel. Each issue is outlined, and recommendations are offered. Hispanics are severely underrepresented in policymaking positions in the public and private sectors. Institutions in the public and private sectors too often remain impervious to the interests of Hispanics. Hispanics are still often excluded from the political process or isolated from decision-makers. Hispanics must be at the forefront of policy and programmatic initiatives to meet the challenges they face. They must focus their efforts on achieving self-sufficiency, on enhancing their community's leadership, and on strengthening their institutions. Appended are lists of committee chairpersons, corporate sponsors, and delegates to the conference. (BJV)

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NATIONAL HISPANIC LEADERSHIP CONFERENCE

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AGENDA

"Hispanic Issues Are America's Issues"

Fourth Quadrennial Conference
April 4-6, 1988 Washington, D.C.

Pablo Sedillo
Chairman

UD026483

FOURTH QUADRENNIAL NATIONAL HISPANIC LEADERSHIP CONFERENCE

MISSION STATEMENT

* To develop an AGENDA which, by consensus, sets priorities and emphasizes the position of the national Hispanic community on the issues of greatest concern.

* To present the AGENDA to America's decision-makers -- in all sectors -- for their response and action.

* To actively seek to advance the implementation of the AGENDA in all its facets.

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FOURTH QUADRENNIAL NATIONAL HISPANIC LEADERSHIP CONFERENCE

ORGANIZATIONAL MEMBERS

American G.I. Forum

ASPIRA Association, Inc.

Cuban American National Council

Hispanic National Bar Association

Labor Council for Latin American Advancement

League of United Latin American Citizens

Mexican American Legal Defense and Education Fund

Mexican American Women's National Association

Midwest/Northeast Voter Registration Education Project

National Association for Bilingual Education

National Association of Latino Elected and Appointed Officials

National Coalition of Hispanic Health and Human Service Organizations (COSSMHO)

National Conference of Puerto Rican Women

National Congress for Puerto Rican Rights

National Council of La Raza

National IMAGE, Inc.

National Puerto Rican Coalition

National Puerto Rican Forum

Southwest Voter Registration Education Project

U.S. Hispanic Chamber of Commerce

INTRODUCTION

Overview

The National Hispanic Leadership Conference (NHLC) is both a coalition of Hispanic organizations and an event. Beginning in 1976, and every four years since, the leaders of the major national Hispanic organizations, Hispanic elected officials, prominent community leaders, and issue experts have met to present a unified AGENDA to the nation's decision-makers. The AGENDA is a consensus document, reflecting the collective wisdom of Hispanic leaders representing every ethnic subgroup, region, and political affiliation. Both the NHLC and the AGENDA are non-partisan.

The National Hispanic Leadership Conference was convened in 1976 in Dallas by 75 Hispanic national and community leaders who recognized the need for a national planning conference to build Hispanic unity by identifying common goals and priorities. Subsequent conferences were held in San Antonio in June 1980, and in Washington, D.C. in April 1984. Each was larger and more successful than its predecessor. All have been convened by the major national Hispanic organizations. As there is no registration fee, the Conference has always been supported by contributions from a wide variety of major corporations.

The Process

Twenty national Hispanic organizations currently comprise the NHLC. These organizational leaders form the Board of Directors, which sets policies and goals for the NHLC. Mr. Pablo Sedillo was unanimously elected NHLC Chairman by the leaders in August 1987, and continues to serve in that capacity today.

A draft AGENDA, covering 14 major issue areas, was developed by some of the staff of the 20 national organizations, and was reviewed and refined several times prior to the Conference by the organizational leaders. This draft was mailed to all confirmed delegates prior to the Conference for their review. The AGENDA also built on and incorporated the policy proposals of similar recent agenda efforts, such as the Unity Task Force's National Hispanic Agenda '88, chaired by San Antonio Mayor Henry Cisneros.

Delegates were carefully selected by the Board of Directors to ensure the fullest reflection of the national Hispanic community; all selections were balanced according to expertise, gender, ethnicity, geographic region, and political affiliation. Delegates were invited to serve on one of the 14 committees reviewing the issue areas, based upon their area of expertise.

On April 4-6, 1988, over 200 national Hispanic leaders, elected officials, community leaders, and issue experts (representing 21 states, the District of Columbia, and Puerto Rico, as well as observers from Mexico) met in Washington, D.C. to debate, draft, and ratify a comprehensive, unified, and non-partisan AGENDA of Hispanic issues and priorities. During the Conference, the 14 issue areas were reviewed. The committees were the heart of the Conference; they were charged with setting priorities and recommending policies to the entire Conference for adoption at a closing Plenary Session.

As in the past, the draft AGENDA was significantly refined by the delegates. Revisions by the committees were incorporated into the document overnight and fresh copies available the next morning for the committees to continue their deliberations. On the final day, in debates that were often spirited and intensive, all delegates met in a closing Plenary Session, where amendments to each committee's work were made. Following this, the NHLC delegates voted to ratify the NHLC AGENDA as amended.

The Follow-Up

The implementation of the strategies set by the NHLC AGENDA will be pursued in a number of ways. The leadership will continue to meet to ensure that the AGENDA is widely disseminated. The AGENDA will be presented to the platform committee hearings of both political parties. Meetings with the leaders of both national political parties and the presidential candidates will be held, and the NHLC organizations will work to implement the recommendations at the national, state, and local level. Elected officials attending the conference and others endorsing the AGENDA will similarly promote its recommendations. "Report cards" will be issued prior to the presidential election to assess the responses of the candidates, the parties, and other policy-makers to the AGENDA. The NHLC will evaluate the progress of the AGENDA during the next four years and take further action as needed.

The Challenge

The AGENDA adopted by the NHLC presents Issues, Findings, and specific Policy Recommendations in 14 major issue areas. As we examine the issues and recommendations, it is increasingly obvious that it is in America's enlightened self-interest to promote the economic and social well-being of its fastest growing minority.

Hispanics currently constitute about 8% of the nation's (mainland) population and labor force. Hispanics are also the nation's "youngest" population; the median age of Hispanics is 25 years, compared to 31.5 for the population overall. The Hispanic consumer market is large and growing; it is currently estimated at over $100 billion a year. By the year 2000, Hispanics will constitute about 10% of the nation's labor force. Hispanic women in particular will form a sizeable segment of the future labor force; Hispanic women are younger than white or Black women and have higher population growth rates.

We believe the nation's ability to defend itself, to produce, to promote equality of opportunity, and to compete in the global economy depends in large part on America's ability to address the needs of the Hispanic community. Inexorable demographic and economic trends such as the aging of our society and the rapid Hispanic population growth underscore this reality. For example, in 1952, there were 17 workers for every retiree receiving Social Security; by 1992 there will be only three workers per Social Security recipient. One of these three workers will be a minority group member; a significant and growing proportion of the minority labor force will be Hispanic.

Addressing the needs of the Hispanic community will require determined and decisive efforts. In examining the issues and recommendations, three fundamental themes have emerged; these are:

* **Representation:** Hispanics are severely under-represented in policy-making positions in the public and private sectors. Improving the representation of Hispanics is the first major challenge;

* **Responsiveness:** Institutions in the public and private sectors too often remain impervious to the interests of Hispanics. Ensuring that these institutions become more responsive to the Hispanic community is the second major challenge;

* **Empowerment:** Hispanics are still often excluded from the political process or isolated from decision-makers. Empowering the Hispanic community to make informed decisions and take appropriate action is the third major challenge.

These challenges are not exclusively the duty of government, the corporate sector, or the church; they are increasingly the obligation of the Hispanic community itself.

The National Hispanic Leadership Conference recognizes that Hispanics must be at the forefront of policy and programmatic initiatives to meet the challenges we face. It is this fundamental recognition that distinguishes the AGENDA: we must focus our efforts on achieving self-sufficiency, on enhancing our community's leadership, and on strengthening our institutions.

Hispanic Issues Are America's Issues

As San Antonio Mayor Henry Cisneros has so aptly stated, "Hispanic Issues Are America's Issues." Hispanics are not a parochial "special interest," to be dismissed or ignored. Our theme signals a fundamental reality about Hispanics today; increasingly, "our" issues are no longer just of concern to us; they have come to touch the lives of many Americans. Such traditionally "Hispanic" issues as immigration, language policy, and civil rights are now national issues with direct consequences for all Americans, now and in the near future.

For example, the corporate personnel officer whose work force is increasingly Hispanic has a direct interest in the education of the Hispanic community. Similarly, the sales manager looking to increase his company's profits has a direct interest in understanding the dynamics of the Hispanic market. The politician whose district is changing has a direct interest in understanding and meeting the needs of his new constituents. The county manager in a Southwestern border state whose economic base is rapidly evolving has a direct interest in the factors affecting immigration. Even something as simple as eating takes on new meaning for Americans; it is most often Hispanics who pick our crops and serve our food.

Looking back to 1976, we find that the issues and recommendations identified by the National Hispanic Leadership Conference remain nearly unchanged. Although this fourth quadrennial AGENDA is strikingly similar to the first, we now have greater hope that our needs -- and the nation's interests -- will not be ignored. What reasoned arguments and appeals to the principles of justice and equity could not achieve in the past, sheer numbers -- translated into votes at the ballot box and buying power in the marketplace -- will achieve in the future.

While the issues posed in this document are difficult and complex, we are convinced that our nation can meet these challenges. The AGENDA reflects our belief that Hispanic issues cannot, and should not, be dealt with as concerns that affect only Hispanics. In implementing this AGENDA, the United States will not be acceding to the demands of a special interest group. By adopting "Hispanic Issues Are America's Issues" it will be promoting the national interest, and fulfilling the American dream.

I. CIVIL RIGHTS

A. Overview

Civil rights, unlike most other issues, cuts across all boundaries; it touches all major areas of importance to Hispanics. Enforcement of civil rights laws and regulations is critical to Hispanics because of a history of discrimination in employment, education, housing, voting, and human services. Several laws have been instrumental in enabling Hispanics to fight discrimination. Title VII of the Civil Rights Act of 1964 is a fundamental part of this nation's commitment to civil rights; the Immigration Reform and Control Act of 1986 (IRCA) contains anti-discrimination provisions intended to prohibit employment discrimination not already banned by the Civil Rights Act of 1964; and the Voting Rights Act of 1965 and its amendments have been effective in giving minorities greater access to the political process. The NHLC considered the following civil rights issues:

1. **Voting rights** - the Voting Rights Act of 1965 and its enforcement; and the impact of U.S. Census data on the bilingual provisions of the Act.

2. **Access to services** - current Title VI enforcement and the impact of the Civil Rights Restoration Act of 1988, and the impact of block grants on Title VI enforcement.

3. **Employment discrimination** - the federal role in Title VII enforcement, the Equal Employment Opportunity Commission (EEOC), the Office of Federal Contract Compliance Programs (OFCCP) and Executive Order 11246; the anti-discrimination provisions of employer sanctions within the Immigration Reform and Control Act of 1986 (IRCA); and private sector affirmative action efforts.

4. **The changing federal role in civil rights enforcement**- changes in federal policy regarding affirmation action goals and timetables; the impact of changes in the U.S. Commission on Civil Rights; the concern over the changing role of the U.S. Department of Justice (DOJ); enforcement of civil rights laws; and the impact of recent court decisions.

5. **Litigation and legal services** - class action suits, the role of Hispanic legal defense organizations, limitations of the Legal Services Corporation and its impact on legal services for the poor, and the role of the federal government and other sectors in supporting legal services.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. Although the Equal Employment Opportunity Commission has become increasingly concerned about the services it provides to Hispanics, it still files very few lawsuits based on national origin discrimination. Litigation on behalf of Hispanics as the sole or primary beneficiary is virtually non-existent.

2. The U.S. Civil Rights Commission has failed to comply with its statutory mandate to oversee the government's civil rights activities.

3. The Reagan Administration has consistently attempted to undermine the minority contract compliance requirements of Executive Order 11246. These actions send a clear message to the Hispanic community that the Administration will allow federal contractors to discriminate without fear of significant sanctions.

4. The implementation of the anti-discrimination provisions of IRCA were delayed for a year, despite becoming effective upon enactment. Community outreach for the program has been relegated to an 800 number and a P.O. Box number in Washington, D.C.

5. Section 203 of the Voting Rights Act of 1965, which requires that certain state and local jurisdictions provide bilingual assistance to voters who are not literate or fluent in English, has been instrumental in increasing Hispanic voter participation. Section 2,

which prohibits practices that deny or abridge the right to vote, and Section 5, which requires certain state and local governments to have proposed changes in voting and/or election procedures pre-cleared by DOJ, have also been key to increasing Hispanic participation in the political process. Of growing concern, however, is that Census data have been used to reduce requirements for bilingual ballots and assistance in some jurisdictions.

C. Recommendations

Given our findings, the NHLC recommends action by local, state, and federal agencies and the Hispanic community to accomplish the following:

1. **Guarantee and Enhance Equal Employment Opportunities for Hispanics:**

   a. The U.S. Department of Justice must support consent decrees that improve the status of Hispanics in the areas of education, employment, and affirmative action.

   b. Federal, state, and local agencies must be required to prepare affirmative action plans that include numerical goals and timetables to increase the recruitment, hiring, training, and promotion of Hispanics to overcome their current underrepresentation in the work force.

   c. The federal Office of Personnel Management (OPM) must vigorously carry out and enforce existing programs, such as the Federal Equal Opportunity Recruitment Program and the Hispanic Employment Program, and impose sanctions against federal agencies for non-compliance.

   d. The U.S. Department of Justice should implement a comprehensive outreach program to educate and provide technical assistance to the Hispanic community regarding the

protection afforded by the anti-discrimination provisions of IRCA. The Department of Justice's Office of Special Counsel must expand its public relations efforts to the federal regional offices.

e. Congress should adopt legislation mandating the preparation of affirmative action plans (including numerical goals and timetables) by EEOC to monitor compliance.

f. Congress must sharply increase funding for the EEOC to significantly increase national origin discrimination litigation.

g. The Office of Federal Contract Compliance Programs in the U.S. Department of Labor must not be weakened, and a vigorous program of enforcement of the existing affirmative action regulations must be implemented.

2. **Halt the Decline in Federal Civil Rights Enforcement:**

a. The U.S. Commission on Civil Rights should be restored to the proud tradition it enjoyed in the past.

b. In order to achieve this goal the President must appoint new leadership firmly dedicated to protecting the rights of minorities underrepresented in the political, economic, and social mainstream of American life.

3. **Guarantee Adequate Access to Legal Services:**

a. Congress should eliminate restrictions on the national Legal Services Corporation's legal advocacy and training activities (including barriers to class action litigation, service to immigrant communities and public policy intervention).

b. Federal, state, and local public and private sector support to indigent legal services program and providers must be increased.

c. The corporate community should expand support for existing national legal advocacy organizations serving Hispanics. These include: Multicultural Education, Training and Advocacy (META); Puerto Rican Legal Defense and Education Fund (PRLDEF); and the Mexican American Legal Defense and Education Fund (MALDEF).

d. The legal community should support the creation of a model program to train Hispanic legal advocates to serve indigent Hispanics and their communities.

4. **Guarantee Equal Participation in the Electoral Process:**

a. Because the critical political process of reapportionment depends upon an accurate Census count, the U.S. Bureau of the Census must provide a complete count of all Hispanics, regardless of immigration status, as required by the Constitution.

b. The U.S. Department of Justice and Congress should continue to support and expand the language assistance provisions of the Voting Rights Act of 1965 (as amended in 1982) to ensure that everyone who has the right to vote has a meaningful opportunity to exercise it. Further, Congress should repeal the Nickles Amendment to the Voting Rights Act, which through a redefinition of the term "language minorities" as used by the Census, in effect substantially reduced the number of counties eligible to receive bilingual voter assistance.

c. The U.S. Department of Justice must vigorously enforce Sections 2 and 5 of the Voting Rights

Act of 1965 (as amended in 1982) that prohibit practices which deny or abridge the right to vote.

d. State and local jurisdictions must enhance Hispanic participation and influence in the political process by eliminating at-large electoral districts (since they have traditionally diluted the Hispanic vote) and establishing single-member districts.

II. CORPORATE AND PHILANTHROPIC RESPONSIBILITY

A. Overview

The Hispanic relationship to corporate America is of continuing concern. Hispanics remain severely underrepresented in middle and upper levels of corporate management; only one Fortune 500 company is headed by an Hispanic. Only a handful of Hispanics sit on corporate or foundation Boards, yet Hispanics represent a growing percentage of the work force and a rapidly increasing consumer market. Bilingual Hispanics can be extremely valuable in marketing to Hispanics in the U.S. and to Spanish-speaking countries. Corporate responsiveness to Hispanic concerns should be a mutually beneficial endeavor. Towards this, corporate America and the philanthropic community must reevaluate their relationship and level of responsiveness to the Hispanic community. The NHLC considered the following corporate and philanthropic responsibility issues:

1. **Employment and advancement** - recruitment, development, training and upward mobility opportunities at managerial and executive levels; the need for strong equal employment opportunity and affirmative action programs; underrepresentation of Hispanics, particularly Hispanic women, in managerial and executive positions; the role of federal, state and local government in enforcing employment opportunities for Hispanics; Hispanic representation in policy making positions, especially on boards of directors.

2. **Focus on Hispanic concerns** - the demographics of the Hispanic community; cultural sensitivity in addressing the Hispanic market; involvement of Hispanics in marketing and program implementation efforts; advertising and outreach that targets Hispanic audiences with effectiveness and sensitivity; inclusion of Hispanic (Spanish and English language) media in marketing efforts.

3. **Corporate Responsiveness** - Involvement of Hispanics in all aspects of corporate activities; effectiveness of existing strategies to attain corporate social responsibility; inadequate corporate information regarding priorities, goals, abilities and contributions of the Hispanic community; procurement,

contracting and investment in Hispanic-owned businesses; degree of in-kind contributions including products, services and loaned personnel; use of consolidated contribution programs as an excuse not to fund Hispanic proposals directly; creative, mutually beneficial partnerships between corporations and Hispanic organizations; emphasis on quid pro quo funding.

4. **Foundation Responsiveness** - representation of Hispanics as program officers, consultants and trustees; giving to Hispanic-focused and controlled organizations; training of Hispanic grant seekers in how to obtain funds and manage their organizations; lack of awareness and understanding of Hispanic concerns; long-term funding commitments; balance between general support and restricted funding.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. Hispanics are severely underrepresented as corporate Board members, senior corporate officers and corporate managers.

2. Hispanics are underrepresented on Boards and professional staff of foundations and Federated giving organizations.

3. Not enough corporations have targeted the Hispanic community. Of those that have targeted the market, not enough have devoted serious resources to their campaigns, resulting in efforts that are in many ways mere tokenism, despite the substantial profits these companies make in the Hispanic community.

4. Corporate minority procurement efforts often largely ignore the Hispanic community, as do many corporate-based sources of investment capital for minority businesses and community development projects.

5. Less than two percent (2%) of all foundation giving goes to Hispanic organizations.

6. Programs designed to address Hispanic needs frequently fail to include Hispanics in proportion to their representation in the general population.

C. Recommendations

Given our findings, the NHLC recommends action by the corporate and philanthropic sector and the Hispanic community to accomplish the following:

1. **Increase Management Opportunities for Hispanics in the Private Sector.**

   a. Corporations should identify and initiate model programs which recruit, develop, promote and retain Hispanic corporate managers and executives. Towards this, a committee of CEO's should be formed to adopt and sell this program to corporate America.

   b. The national Hispanic organizations should develop a talent bank of qualified Hispanics to serve on Fortune 500 Boards of Directors, and should coordinate a strategy to promote the nomination and selection of Hispanic candidates.

2. **Expand Funding Opportunities for Hispanic Non-Profit and For-Profit Organizations:**

   a. The Council on Foundations, in cooperation with national Hispanic organizations, should update its study on foundations and the Hispanic community to assess:

      * Current giving patterns;

* Current levels of Hispanic participation as foundation staff and Board members;

* Level of awareness and interest in the Hispanic community; and

* Need for training and orientation of board members and professional staff of grantmakers.

b. A coalition of national Hispanic organizations should seek the involvement of the Conference Board to assess corporate giving to the Hispanic community. Issues to be addressed include:

* Levels of corporate giving;

* Impact of combined campaigns on giving to Hispanic organizations;

* Staffing of grantmaking positions; and

* Hispanic participation at the planning and implementation levels.

c. Corporate America, in partnership with the national Hispanic organizations, should promote the establishment of a National Commission on Hispanics and Philanthropy as a vehicle to focus attention on the need for appropriate philanthropic responsiveness.

d. Corporate America and the national Hispanic organizations (such as HACER) should expand formal partnership agreements for promoting more equitable employment, procurement, banking, franchising, advertising and philanthropic policies.

III. CRIMINAL JUSTICE

A. Overview

Equal justice under law is the goal of all Americans. However, this goal cannot be reached unless all Americans receive equal access to the justice system. Unfortunately, Hispanics have too often been historically excluded from equal justice. Discrimination based on national origin and language has been among the factors which account for this. There is currently an absence of major research studies on Hispanics in the criminal justice system; this can be attributed largely to the infrequent use of an Hispanic identifier in crime statistics, most of which are generated at the state rather than federal level. The NHLC considered the following criminal justice issues:

1. **Hispanic experiences within the criminal justice system** - arrests, victimization, sentencing (including the death penalty); recidivism; inmate population; probation and parole.

2. **Access to and adequacy of legal services** - public defenders; Legal Services Corporation issues; costs of legal services; pro bono attorneys; role of Hispanic Bar Associations; and role of legal defense funds.

3. **Employment within the criminal justice system** - as police, court employees, judges, attorneys, and penal institution employees; educational opportunities related to various criminal justice system jobs; experiences and roles of Hispanic police and Border Patrol officers.

4. **Language issues within the criminal justice system**- need for and use of interpreters; availability of materials in Spanish; and availability of English-as-a-Second-Language and literacy training in penal institutions.

5. **Hispanics and the juvenile justice system** - prevention programs; alternatives to incarceration; relation to

school dropout rate; relation to substance abuse; role of community-based organizations as program providers.

6. **Role of the U.S. Department of Justice** - access to policy-making within and sensitivity of; Hispanic representation on advisory groups, employment of Hispanics; and the impact of DOJ policies on the Hispanic community.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. Hispanics face inequities at every level within the criminal justice system.

2. Hispanics are underrepresented as criminal justice system employees in both the public and the private sector, especially as attorneys, judges, and other occupations.

3. Compared to white non-Hispanics, Hispanics are more likely to be arrested; if arrested are less likely to be released on bond and have more difficulty obtaining legal counsel; are more likely to be convicted of a crime; are less likely to receive probation; are more likely to serve time and tend to serve more time before parole.

4. Hispanics are more likely to be the victims of crime than white non-Hispanics.

C. Recommendations

Given our findings, the NHLC recommends action by local, state, and federal agencies and the Hispanic community to accomplish the following:

1. **Improve Access to and Adequacy of Legal Services:**

   a. Sensitivity in the federal criminal justice system should be enhanced through the increased appointment of Hispanic judges, U.S. Attorneys, and other policy-makers in the field.

   b. The availability of qualified interpreters should be ensured, and bilingual and culturally sensitive written materials should be provided.

2. **Improve Access to and Communication with the Police:**

   a. Local elected officials should work with police departments to increase the number of bilingual and culturally sensitive police patrols in Hispanic neighborhoods.

   b. All police departments should provide adequate bilingual and culturally sensitive Hispanic community outreach efforts and police training to minimize misunderstandings and reduce the incidence of police brutality.

3. **Improve the Treatment of Hispanics within the System:**

   a. Public criminal justice agencies at all levels should increase the employment, training, and promotion of Hispanic police officers and penal institution employees.

   b. Public officials should be held accountable to increase the number of Hispanics on parole boards.

   c. Public officials should appoint Hispanics to federal, state and local commissions and advisory groups.

d. In any state or local criminal justice system that is funded in whole or in part with federal funds, the DOJ Civil Rights Division should exercise its authority to investigate inadequacy in translation services as a deprivation of equal rights under law.

e. A federal initiative should be undertaken to address issues related to prevention of crime by juveniles (e.g., drug and alcohol rehabilitation and prevention programs, self-esteem, community outreach, dropout prevention).

f. Incentives to state and local jurisdictions should be provided to ensure that bilingual emergency assistance (911) is available to non-English speaking Hispanics.

4. Improve Programs for Hispanics in the Penal System:

a. States should provide adequate bilingual and culturally sensitive education, training, health and other programs for Hispanics in the penal system, including translation services.

b. Serious violent crimes require harsher sentences, but the death penalty is an inhumane and inappropriate response - life without the possibility of parole is a preferred alternative.

c. Testing and counseling for AIDS should be available without charge and on demand for inmates.

5. Adopt Policies that are Fair and Appropriate for Immigrants:

a. All indigent persons arrested for violations of immigration laws should have full due

process rights. Congress should adopt legislation that would require notice of the protection against self-incrimination and appointment of counsel for such indigent persons.

b. Local authorities should be discouraged from collaborating with immigration law enforcement authorities, and the practice of immigration holds should cease. Immigration is a federal responsibility and state and local authorities do not have sufficient expertise and lack jurisdiction over these matters.

c. Congress should adopt legislation which provides appointed counsel for indigent "Marielitos" (many of whom have been held for several years without any kind of hearing) and release within 60 days unless prosecution or deportation proceedings are initiated.

d. Restrictions that prohibit the Legal Services Corporation from providing legal services to the undocumented should be repealed.

e. Detention of undocumented material witnesses without charging them with crimes or engaging them in deportation proceedings should be discontinued.

f. Juveniles arrested for immigration violations should be accorded protection in their detention and release in compliance with the decision in Perez-Funes v. INS. The federal government should ensure that unrelated juveniles and adults are not incarcerated in the same facilities.

IV. CULTURE AND LANGUAGE POLICY

A. Overview

The United States is a multicultural, multilingual, pluralistic society whose diversity contributes to its strength and vitality as a nation. American culture is unique because it stems from the diverse beliefs, values, and expressions of all its people. Hispanic cultural expressions are an integral and vital component of our nation's cultural life and as such they must be acknowledged, respected and supported. The acquisition of English-language skills is necessary for the successful integration of language minorities into the national, political, social, and economic mainstream. As the United States faces the challenges of an increasingly interdependent world, it is in our best interest to have a population with strong communication skills in several languages. Traditionally, language policy issues have been addressed as part of other issues such as education and civil rights. Today, however, organized efforts at the federal, state, and local level to make English the official language of the United States are occurring, along with attacks on bilingual education and other language services for limited-English proficient children and adults. We believe our country's future health and leadership role in the world are dependent upon the acceptance and celebration of cultural diversity. The NHLC considered the following culture and language issues:

1. **Cultural concerns** - Hispanic underrepresentation on national, state, and local arts and humanities endowment staffs and panels; adequacy of funding to Hispanic groups through the endowments and state and local councils, and from foundations and corporations; mechanisms for encouraging and supporting Hispanic arts and humanities efforts; Hispanic exhibits in mainstream museums; and issues related to the celebration of the quincentennial of the voyages of Columbus.

2. **Implications of the English-language amendment movement** - its potential impact on programs and services such as bilingual education, bilingual ballots, multilingual telephone operators, and other multilingual services; implications of official language for equal treatment and due process; public and media images; English-Plus and other organized approaches for addressing the movement; and the need for expanding the availability

of low-cost English-language training for citizens and temporary and permanent resident aliens.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. The history of Hispanics in the United States dates back to the early 1500s and precedes the first English settlements. Hispanics should use this fact to counter arguments that we are "foreigners," and take pride in our heritage, culture, and language, and in our contributions to the nation's history.

2. Hispanic commitment to our own American cultural origins and to the nation's future is reflected in long waiting lists for currently underfunded adult English literacy classes and in support for full access to native language instruction and public services.

3. The artistic vitality of our society requires that we nurture, preserve, and present Hispanic artistic expressions. They are the most evident means by which we pay homage to our heritage, preserve our traditions, and foster the growth of our community.

4. A nation derives its strength from the harmonious coexistence of all racial, linguistic, and cultural groups. The United States is the pre-eminent example of this fact.

5. The development of native languages and cultural heritage increases proficiency in English and understanding of American culture.

6. "Official" language laws do not contribute to the solution of problems but infringe on the civil rights and liberties of all Americans, from the native-born to the most recent newcomer.

7. The official language issue has become the focus for much broader irrational fears, concerns, and animosity felt by some members of our society. It is a socially divisive issue that leads to discrimination against ethnic groups on the basis of language.

8. Development of the native language skills of Hispanic youth serves to strengthen the Hispanic family and facilitates the transmission of crucial information, attitudes and values among generations.

C. Recommendations

Given our findings, the NHLC recommends action by local, state, and federal agencies and the Hispanic community to accomplish the following:

1. **Promote Knowledge of and Enhance Sensitivity to the Cultural Needs and Achievements of Hispanics:**

   a. Education and cultural institutions at the federal, state and local levels should provide opportunities for all Americans to learn about and celebrate their unique cultural forms and expressions.

   b. Public and private organizations at the national, state and local level should use the 1992 quincentennial of the voyages of Columbus as an occasion for Americans to commemorate their diversity and, in particular, to recognize the important contributions of Hispanics in the history of the United States.

2. **Promote Equal Achievement Opportunities:**

   a. Schools should strengthen English-language instruction and the public sector should intensify bilingual education resources to promote equal participation in all aspects of American society. Low-cost and free English-

language courses for adults and out-of-school youth must be greatly expanded.

b. English courses designed to meet the needs of individuals seeking permanent resident status under IRCA must be funded and established throughout the country to meet second-stage legalization needs.

c. Our cultural diversity must be cherished and recognized as a national resource by strongly encouraging the retention of a person's first language.

d. The acquisition of multiple language skills by all Americans must be encouraged and strengthened.

e. Presidential candidates and other policy-makers should promote the use of bilingual and bicultural resources in domestic and international affairs.

3. **Guarantee Civil Liberties, Civil Rights, and Life Opportunity Rights for All Ethnic Groups:**

a. Presidential candidates and other policy-makers must oppose and help defeat language restriction legislation, particularly English-language amendments, at the local, state, and national level.

b. Government at all levels should guarantee that limited-English-proficient individuals have the opportunity to exercise their fundamental rights in their primary language. This includes providing bilingual assistance to ensure equal access to the electoral process,

education, emergency and health care services, as well as increased access to English-language instruction.

c. Presidential candidates and other policy-makers should support programs for the acquisition of multiple language skills for all Americans in order to improve our position as a world leader.

V. ECONOMIC DEVELOPMENT POLICY

A. Overview

Economic policy at the national level has serious implications for Hispanic efforts to attain full entry into the nation's economic mainstream. Federal policies regarding trade, business ownership and assistance, unions, and contracting affect Hispanic economic development opportunities, as do state, local, and private-sector policies. One important aspect of Hispanic economic development is Hispanic business ownership. In 1982, when the last federal survey of minority-owned businesses was conducted, Hispanics owned nearly a quarter of a million businesses, an increase of 13% from 1977. However, Hispanics remain severely underrepresented as business owners, and most are small service or retail establishments, which can be founded with limited capital but are often economically marginal. Only one in six Hispanic businesses had paid employees in 1982. Many factors affect Hispanic business formation, growth, and survival; two major obstacles are lack of access to capital and limited management skills and experience, partly due to low educational attainment and to employment discrimination. In addition, many public programs established to encourage and assist minority businesses have underserved Hispanics. Hispanic businesses received only 0.4% of federal contracts in 1986, and Hispanic contracts under the Small Business Administration's 8(a) minority set-aside program decreased by 10% in 1986. The U.S. Hispanic Chamber of Commerce has played an increasingly important national role as one of the major advocates of Hispanic business and economic development. Given their established leadership in this area, the NHLC relied heavily on their expertise as it considered the following economic development issues:

1. **Trade issues** - implications of restrictionist versus free trade legislation and policies, and participation of Hispanic firms in international commerce.

2. **Role of trade unions** - Hispanic participation and access to unions, and implications of strength or weakness of unions for Hispanic economic opportunities.

3. **Hispanic business ownership** - including factors affecting the establishment, survival, and growth of Hispanic-owned businesses, especially small business; entrepreneurial development; business ownership by

Hispanic women; differences among subgroups; and marketing and contracting issues.

4. **Availability of capital** - including access to existing sources of capital, the role of Minority Small Business Investment Companies (MESBICs), and need for new capital sources; and direct loan and loan guarantee programs from public and private sources such as the Small Business Administration (SBA) and the Minority Business Development Agency (MBDA) of the U.S. Department of Commerce.

5. **Contracting and procurement issues** - including federal, state, and local agency contracting; implications of "omnibus contracting" for Hispanic procurement; Department of Defense contracting issues; state certification and reciprocity; corporate procurement; and the SBA 8(a) program.

6. **Availability of bonding and insurance** - including the access, cost, and availability of these items from traditional sources as well as the creation of Hispanic-owned and operated insurance companies.

7. **Community economic development efforts** - the role of enterprise zones; status and potential of community development corporations (CDCs) in local development efforts, availability of public and private capital for community economic development; and the use of Community Development Block Grants (CDBG) and Urban Development Action Grants (UDAG).

8. **Displacement** - problems of job displacement as they affect Hispanics, especially low-income individuals and neighborhoods.

9. **Energy policy** - balancing of the need for energy exploration and efficient energy use with environmental protection; job opportunities related to the energy industry; energy conservation; and low-income energy assistance.

10. **Fiscal policy** - implications of the deficit -- and the increase in military spending and corresponding decrease in domestic spending -- for economic growth and stability, and for improving the economic status of Hispanics; ways in which critical human resource investment needs can be met at a time of budget cuts; and the importance of public-private-community partnerships to develop new programs.

11. **Hispanic consumers** - the impact of the U.S. Hispanic consumer on the nation's economy, currently estimated at over $100 billion.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. The overwhelming majority of Hispanic businesses today are small businesses; more than one-third have annual gross receipts below $5,000 and less than 1% have receipts of $1 million or more. The lack of access to business debt and equity capital is the most severe problem facing Hispanic businesses and would-be entrepreneurs, often forcing these businesses to stagnate or die. When Hispanics do develop successful small businesses, they often cannot grow much larger given the limited access to capital and to wider markets.

2. Hispanics are only one-fourth as likely to be business owners as would be expected given their proportion in the population. Most Hispanic-owned firms that do exist are very small, unincorporated entities with no paid employees; only about one in 50 is a corporation.

3. At a time when the nation must increase its exports, the goods and services of Hispanic-owned firms are severely underutilized.

4. While the NHLC recognizes the increase since 1984 of formalized corporate procurement policies encouraging purchasing from Hispanic-owned businesses, the

accountability and criteria for measuring the success of these programs is often lacking.

5. Certain federal procurement policies and practices can have negative effects on Hispanic-owned firms, for example, limited access to federal procurement opportunities and lack of responsive personnel at the policy and contracting level.

6. The federal deficit and the changing balance between defense and domestic spending have led to severe cuts in funding for programs that benefit Hispanics, including funding for human resource investments such as education and job training, and for community-based organizations.

7. Most major corporations continue to be insensitive to the rapidly growing purchasing power of Hispanics, or if cognizant, address the market inadequately.

8. Community Development Corporations (CDCs), Community Development Block Grant programs (CDBGs) and Urban Development Action Grants (UDAGs) can be useful tools for economic development in the Hispanic community.

9. Energy availability at reasonable cost is essential to economic development for the Hispanic community and for America.

C. Recommendations

Given our findings, the NHLC recommends action by local, state, and federal agencies, the private sector, and the Hispanic community to accomplish the following:

1. **Enhance, Expand and Where Necessary Establish Mechanisms to Facilitate Access to Development Capital:**

   a. The federal government should substantially increase funding each year for the next four years and reform the Small Business Investment

Companies (SBIC) and Minority Small Business Investment Companies (MESBIC) programs to focus on Hispanic businesses.

b. Federal agencies and corporations should streamline, expand and better target existing loan and loan guarantee programs to the Hispanic community.

c. Congress and the Administration should stimulate entrepreneurial growth through a National Working Capital Initiative which would provide financial assistance to Hispanic firms that have successfully bid on federal government contracts but lack sufficient capital to undertake the projects.

d. Congress should encourage investment in the Commonwealth of Puerto Rico by continuing support for the provisions of Section 936 of the U.S. Internal Revenue Code, and for the investment of Section 936 funds in complementary production plants in the Caribbean Basin Initiative countries.

e. Congress, the Administration, and Hispanic leaders should explore the benefits of economic programs such as the "maquiladora" twin plant program in the U.S.-Mexico border region.

f. Financial institutions should implement policies more sensitive to the capital needs of Hispanic entrepreneurs, and develop strategies for providing more capital to them.

2. **Enhance and Expand Private and Public Sector Minority Procurement Programs:**

a. Corporations should enhance their minority procurement programs by:

* Working more closely with established, legitimate Hispanic business associations such as the U.S. Hispanic Chamber of Commerce to identify qualified Hispanic firms and entrepreneurs;

* Establishing or expanding contract opportunities, including set-asides for Hispanic firms in all phases of procurement of goods and services, such as construction, bank deposits, distributorships, and franchising;

* Agreeing to invest a proportion of sales equal to their Hispanic market share in Hispanic communities and institutions; and

* Actively recruiting Hispanics to corporate Boards of Directors and to policy/decision-making positions.

b. Congress and federal agencies should reform the federal procurement process by:

* Eliminating unreasonable net worth requirements and abolishing the practice of "omnibus contracting";

* Streamlining, modifying, and expanding the various federal procurement programs to better serve the Hispanic community, through outreach and training programs and increasing Hispanic personnel at the policy and contractors levels in such programs as the 8 (a), Small Business set-asides, Small and Disadvantaged Business (SDB), and Prime Contractor Subcontractor Plan;

* Establishing a White House Task Force on Hispanic Business to provide policy recommendations to federal agencies aimed at facilitating federal procurement by Hispanic firms;

* Preserving the requirement that all recipients of federal funds adopt and make an effort to award a "fair share" of the federally supported dollars to Hispanic contractors; and

* Increasing the Fixed Program Participation Term in the 8 (a) program to at least nine years.

3. **Facilitate Improved Access to Surety and Fidelity Bonding:**

a. The insurance industry should join the Hispanic business community to develop and implement plans for improving access to bonding by Hispanic-owned firms.

b. The federal government and the Congress should ensure equitable Hispanic participation in federal bonding programs by:

* Increasing bonding guarantee authority funds available to Hispanic entrepreneurs through SBA and other federal agencies;

* Increasing the ceiling on bonding to a minimum of $2 million per contract; and

* Amending the National Risk Retention Act to undertake surety as a type of insurance allowed to be sold under the Act.

4. **Assure that Critical Human Resource and Infrastructure Investments are Made Despite the Budget Deficit:**

   a. In considering deficit reduction proposals, Congress should recognize that certain domestic programs, such as education, job training, and other human resources programs, are an investment in America's future and should be adequately funded.

   b. In order to achieve reasonable full employment, we believe that federal budget deficit reduction is imperative. We recommend a balanced policy of expenditure reduction coupled with revenue increase. We recommend that any tax increase should be progressive.

   c. Congress and the Administration should target physical infrastructure development to areas of high Hispanic concentration.

   d. Congress and federal agencies should increase funding for Hispanic-oriented Community Development Corporations (CDCs), through Community Development Block Grants (CDBGs) and Urban Development Action Grants (UDAGs).

   e. The nation should develop all sources of energy including domestic petroleum and renewable sources of energy such as solar and synthetic fuels compatible with a national program of conservation.

5. **Expand International Trade:**

   a. The Congress and the Administration should reduce excessive protectionist measures that impede free trade, particularly those affecting Latin American countries.

b. The federal government should increase financial and technical assistance for Hispanic entrepreneurs through SBA, the U.S. Department of Commerce (MBDA and the International Trade Administration), the Agency for International Development, the World Bank, the Inter-American Development Bank, Export-Import Bank, the Overseas Private Investment Corporation, and private business development organizations such as the U.S. Hispanic Chamber of Commerce, to expand exports of goods and services from Hispanic firms.

VI. EDUCATION

A. Overview

Education is the key to a full and successful life; it plays a vital role in determining an individual's ability to compete in society for jobs and our country's ability to compete in the world marketplace. Almost 45% of Hispanics are under the age of 19. Hispanics will be a substantial percentage of students in many cities by the year 2,000. These children must receive the kind of education that will allow them to participate with dignity and influence in a technological society. Because Hispanics are a growing part of the nation's future work force, the new skills that will be required in the future demand focused action to improve the educational achievement of Hispanics in the United States. While major surveys of Hispanic needs consistently identify educational achievement as the top priority concern, Hispanics continue to have the lowest levels of educational attainment of all major populations in the United States. Because of the rapid growth and youthfulness of the Hispanic population, academic failure affects growing numbers of students and the very ability of our country to maintain its standard of living into the 21st century. Thus, education is the prerequisite to effectively addressing all issue areas in this AGENDA. The NHLC considered the following education issues:

1. **The dropout problem** - dropout rates for various Hispanic subgroups and geographic areas; funding for prevention/retention efforts; services for dropouts leading to school re-entry or General Equivalency Diplomas (GEDs); parent involvement in education; the role of community-based educational programs; the role of the private sector; use of summer educational, motivational and out-of-school programs; and mastery of basic skills by students.

2. **Literacy** - availability of bilingual literacy classes; English-as-a-Second Language (ESL) classes for adults; special or additional classes to meet legalization and naturalization requirements; importance of literacy for U.S. competitiveness; the role of the private sector in improving literacy; availability of GED programs, including bilingual programs; and the role of community-based organizations in literacy efforts.

3. **Educational equity** - access to educational services, including remedial, gifted and talented programs, and services for the disabled; educational tracking and its discriminatory effects; school finance; federal role in education; level of federal funding, and use of federal funds to supplant versus supplement local money; culturally biased tests and assessment tools; school segregation and funding for desegregation assistance; coverage of Hispanics in desegregation plans; implications of the education block grants (Chapter I and Chapter II) for Hispanics; and the role of private and parochial schools.

4. **Bilingual education** - federal and state policies, such as enforcement of Lau v. Nichols decision; access to special language support services for limited-English proficient migrant and homeless children; value of multilingual population; validity and appropriateness of using the child's native language; funding issues; legislation limiting bilingual education; availability of trained bilingual teachers; and the relationship of bilingual education to the language debate.

5. **Impact of school reform movement on Hispanics** - effects on teacher training and certification; use of competency tests as a requirement for high school diplomas, and their impact on credentialing versus education of Hispanic children; extent to which reforms have led to improved educational services; teacher testing; and school system accountability.

6. **Early childhood education** - access and funding issues; the need for bilingual and special education programs; early childhood education and child care programs; the role of parents in child development; and the issue of mandatory programs for low-income four and five year-olds.

7. **Higher education** - questions of counseling and tracking; college recruitment methods and incentives; retention; transfer of students from two-year to four-year colleges; financial aid, other than loans; choice of college major; preparation for and fairness of standardized tests; parent involvement; role model issues; financial status of colleges that enroll large numbers of Hispanics; proportional Hispanic student

representation; and the collection, treatment, and reporting of enrollment and staffing statistics.

8. **Hispanic employment in education** - employment of Hispanics in various educational jobs at all levels of the educational system, including teachers, counselors, administrators, educational policy-makers, support staff, and tenured and untenured professors; factors affecting the number of Hispanics training for and entering education; financial assistance; and recruitment of Hispanics by educational institutions.

9. **Science and Technology Education** - use of computer technology; proportional representation of students and teachers; role models; and instructional resources, including software and laboratories.

B. <u>Findings</u>

After full consideration of the issues, the NHLC determined that:

1. Only 50.9% of Hispanics over the age of 25 have completed four years of high school, compared to 77.7% of the general population.

2. Hispanics represent 9% of all public school students but only 2% of the teachers. At the college level, 4.3% of the student body but only 1.2% of the faculty are Hispanic.

3. If a traditional measure of illiteracy is employed (the failure to complete more than five years of school), data indicate that 13.5% of Hispanics over 25 years of age can be considered illiterate, compared to only 2.7% of whites. However, literacy measures based on competency place the percentage as high as 56%.

4. Hispanics represent 8.2% of the 18-24 year old population but only 4.3% of the enrollment in higher education, and only 2.7% of the baccalaureate degree holders. Less than 10% of Hispanic adults are college

graduates. Moreover, the rate of Hispanic college enrollment has actually been declining since 1976, from 36% to 27% of 18-24 year-old Hispanic high school graduates.

5. Current federal and state programs for pre-school and school age minority students do not include Hispanics in proportion to their representation in their respective communities or the general population.

C. Recommendations

Given our findings, the NHLC recommends action by local, state, and federal agencies, the private sector, and the Hispanic community to accomplish the following:

1. **Improve Hispanic Access to and Achievement in Education:**

   a. School systems, with state and federal financial help, should support and expand dropout prevention and recovery programs beginning at the earliest grades through high schools. Approaches require collaboration among schools, parents and community-based organizations. Business, the media, professional organizations, religions, and Hispanics must be involved in all phases of program planning and implementation.

   b. The federal government, along with state and local governments, should expand child care/educational service programs for pre-school and school age children; these should be linked to parent education programs.

   c. Educational institutions at all levels should promote use of multiple entry and exit criteria in order to decrease over-reliance on standardized tests.

   d. The federal government should take action to help school systems and institutions of higher

education to improve and expand access to and retention of Hispanic students in secondary and post secondary education through the provision of career guidance in the early grades, financial assistance other than loans, increasing the number of Hispanic faculty and administrators, and enhanced support systems including computer assisted instruction and tutoring.

e. All school systems and teachers' associations should work with schools of education to promote the development of multicultural curricula appropriate to a diverse student population.

f. Communities should promote and expand health education services and programs through schools and community organizations, especially programs to prevent teenage pregnancy, drug abuse and sexually transmitted diseases.

2. **Promote and Expand Language and Literacy Skills:**

a. The federal government and local school systems should cooperate to develop literacy programs to provide services to every adult in need including adequately funded classes to meet legalization requirements; effective approaches must involve community-based organizations, unions, and other non-traditional providers.

b. The U.S. Department of Education should aggressively enforce the Lau v. Nichols decision, and develop models to ensure that every limited-English proficient child is appropriately served.

c. The Congress and the U.S. Department of Education should work with the private sector to actively promote multilanguage acquisition for all Americans as a national goal that

would foster greater respect, understanding of our pluralistic society, as well as enhance the U.S. ability to compete in a global economy.

d. Public officials and the Hispanic community should work with other national organizations to actively oppose state and national "English Only" mandates and the proposed constitutional amendment to make English the official language of the United States.

3. **Improve Access, Training and Leadership Opportunities for Hispanic Teachers, Administrators and Policy-Makers:**

a. The federal government, teachers' associations, and schools systems should work together to achieve parity in the recruitment and retention of Hispanic teachers, and in the appointment, training, and promotion of Hispanics to leadership positions at all levels of the federal, state, and local educational systems.

b. The Congress should enact legislation to provide financial assistance and other incentives such as loan-forgiveness and scholarships to potential Hispanic teachers, particularly those specializing in math, science and technology.

c. School systems, teachers' associations, and state and federal agencies should promote the development of teacher certification requirements that include pupil performance measures and de-emphasize standardized test scores.

VII. EMPLOYMENT AND ECONOMIC SECURITY

A. Overview

As the youngest and fastest growing minority group, Hispanics are an increasing proportion of the work force. However, unless addressed, the failure to adequately prepare Hispanics for employment in an economy that is undergoing a technological and structural transformation will have major negative implications for U.S. productivity and competitiveness. Hispanics suffer from high rates of unemployment and underemployment; the Hispanic unemployment rate is consistently at least 60% higher than that of whites, regardless of general economic conditions. While Hispanic unemployment dropped from 10.6% in January 1987 to 8.1% in December 1987, the Hispanic rate was still 60% higher than that of whites.

Of particular concern is the fact that Hispanic women occupy a marginal position in the labor market. Labor force participation rates for Hispanic women are the lowest of all women, and their median weekly earnings are the lowest of all workers in the labor market. Their low level of achievement in education has resulted in occupational segregation in low-skilled, low-paid jobs, vulnerable to high rates of unemployment. Hispanic women's low achievement in labor market variables results in a precarious economic position. The low economic status of Hispanic women, especially single heads of households, poses a serious threat to the economic well-being of the Hispanic family and the country as a whole.

The NHLC considered the following employment and economic security issues.

1. **Employment and training efforts** - underserving of Hispanic youth and inadequate skill training, education, and other services for youth, including limitations on summer youth programs; the school-to-work transition; inadequate services to dropouts; lack of adequate involvement of Hispanic community-based organizations as service providers; lack of adequate Hispanic representation on local and state councils such as Private Industry Councils (PICs) and Service Delivery Area (SDA) bodies; need for English-language training as part of Job Training Partnership Act (JTPA) services; negative impact of lack of stipends and supportive services; inadequate federally funded

vocational education opportunities, including bilingual vocational education; and affirmative action and compliance.

2. **Special populations** - economic issues affecting the elderly and multigenerational families; welfare reform; private sector initiatives; worker displacement or dislocation through the disappearance of jobs due to changes in technology and trade.

3. **Wage issues** - proposals to increase the minimum wage and proposals for a subminimum wage for youth, with emphasis on their impact on Hispanic youth and adult employment, income, and the possibilities for displacement.

4. **Data availability** - lack of adequate monthly data on Hispanic employment and unemployment, especially data on Hispanic youth, from the U.S. Bureau of Labor Statistics.

5. **Labor** - participation at senior levels within unions, access to apprenticeship programs, and role of unions in supporting employment-related issues of special concern to Hispanics.

6. **Hispanic women and employment** - child care, non-traditional jobs, job training and education, support services, medical services, pay equity, and transitional support.

D. Findings

After full consideration of the issues, the NHLC determined that:

1. Given that Hispanics will account for about 10% of the labor force by the year 2000, special educational and training efforts must be made now to ensure an adequate supply of skilled, trained workers for the future. The lack of basic academic skills is a major obstacle for many Hispanic youth and adults.

2. Existing remedial efforts are inadequate for two reasons. First, the total level of federal, state, and local investment in job training and remedial education programs is insufficient. Second, existing resources are poorly targeted; independent studies of the Job Training Partnership Act (JTPA) show that it has failed in its objectives, and that it:

   a. Encourages "creaming," i.e., serving those that are easiest to serve instead of those with the greatest needs;

   b. Severely underserves Hispanics, especially Hispanic youth;

   c. Impedes participation by Hispanic community-based organizations, who are uniquely capable of effectively serving Hispanics; and

   d. Fails to provide sufficient support services, stipends, basic education, and English-language assistance necessary to serve the Hispanic community.

3. Hispanics have often turned to the federal employment and training system as an alternative source of education. Increasingly, Hispanics have requested basic and remedial education as part of their training activities. However, classroom training under JTPA is short-term, includes little basic education, and has limited funding. JTPA also uses educational proficiency levels to screen potential enrollees, and many potentially JTPA-eligible Hispanics do not have the required skills. The pressure of performance standards has resulted in servicing those with the least need because they are the easiest to place in jobs.

4. Job displacement is anticipated to be a severe problem for Hispanics over the next 10 years. When compared to their share of the work force, Hispanic men are overrepresented in half of the occupations projected to

experience a loss of 10,000 or more jobs by the year 2000. Both Hispanic men and women are grossly overrepresented in those occupations projected to experience the greatest job loss (over 100,000).

5. Recent research studies indicate that Hispanic women, particularly single heads of household, have high levels of unemployment and poverty. Single heads of household confront problems somewhat different from those encountered by other women, such as lack of employment opportunities, low levels of self-esteem, lack of adequate day care, lack of medical services, lack of employable skills, lack of knowledge about existing resources, lack of transportation, and low levels of education.

6. Some welfare reform proposals seek to achieve self-sufficiency but fail to provide adequate levels of support services to accomplish this goal.

7. In addition to higher levels of unemployment, there is a substantial wage gap between Hispanics and white non-Hispanics, particularly for Hispanic women, who continue to be concentrated in low-paying jobs.

8. Discrimination because of gender and national origin remains a formidable barrier to the attainment of higher paying jobs and managerial positions for skilled and professional Hispanics.

E. Recommendations

Given our findings, the NHLC recommends action by local, state, and federal agencies, the private sector, and the Hispanic community to accomplish the following:

1. **Major Congressional Reform of the Job Training Partnership Act:**

   a. The U.S. Department of Labor should eliminate regulations which discourage or impede the

provision of services to those with the greatest needs.

b. The Congress and the Administration should work to revise federal employment and training programs to assist disadvantaged individuals, including those who are structurally unemployed, and who lack the education, long-term job skills, and work experience to meet the demands of a changing economy.

c. JTPA, the nation's primary federal employment and training vehicle, must be restructured to more fully address the needs of various segments of the labor force, such as Hispanics and other minorities, youth, dropouts, disadvantaged adults, displaced workers, limited-English proficient persons, and women. It should also receive increased funding. Specifically, JTPA should be restructured so that:

* Adequate Hispanic representation at all levels, federal, state and local, is mandatory; and

* Hispanics and others with similar education and training problems can receive the needed training. Performance standards should be adjusted so that program operators are not financially deterred from training people with multiple educational difficulties. The current "needs-based requirement" system should be modified so that heads of household can meet their family obligation as well as receive the training they need.

2. **Increased Public Investments in Employment and Training:**

   a. A new public sector jobs program should be established, with the goal of providing job opportunities for everyone who wants to work.

   b. A program that emphasizes science and technology training is necessary to prepare Hispanic youth for the job market of the future.

3. **Welfare Reform and Other Public Policy Issues Must Have a Positive Impact on Economic Security:**

   a. Any welfare reform proposal that is enacted should guarantee the job training and support services that are necessary to achieve long-term self-sufficiency. Welfare reform legislation should provide support services (i.e., child care, medical care) especially for individuals that are employed in low-wage jobs without benefits. These support services must be mandatory rather than discretionary.

   b. Welfare reform legislation should include provisions that encourage multigenerational families to remain intact, especially support services for the elderly.

   c. The federal government should restructure private/public sector initiatives to reach the hard-core unemployed who are ineligible for current employment and training programs.

4. **Establish Employment and Training Programs for Hispanic Women:**

   a. Federal, state, and local governments should create programs to increase education, training, and support services for Hispanic

single heads of household. These programs should include:

* Educational assertiveness projects to increase Hispanic women's self-esteem;

* Adequate health care for Hispanic women and their families; and

* Training to prepare Hispanic women for better paying private and public sector jobs.

b. The federal government should increase entry level opportunities in non-traditional jobs such as engineering, the medical professions, law, and business, by providing financial incentives for internships and mentorships for Hispanic women.

c. Immediate efforts must be made to assure pay equity for all Americans and eliminate the wage gap between Hispanic women and non-Hispanics.

5. **Increase Affirmative Action Efforts:**

a. The federal government must increase its enforcement and monitoring of equal employment opportunity laws to focus on deficiencies in pay, promotion, and retention in higher paying jobs, as well as in the recruitment and hiring of new workers.

c. Federal efforts such as cooperative education, internships, stay-in-school programs, and adopt-a-school programs, should be targeted immediately to Hispanics to open direct channels into federal employment.

d. Affirmative action audits and reviews must require demonstrations of changes in employment practices that reflect local demographics.

6. **Develop Private Sector Initiatives:**

a. The private sector should become a partner in fostering employment opportunities for Hispanics. Incentives should be offered to private sector employers to provide training, child care, and other support services.

b. A national private sector initiative that promotes Hispanic employment and self-sufficiency, especially in the areas of high growth jobs, should be developed.

VIII. HEALTH AND MENTAL HEALTH

A. Overview

Access to adequate health and mental health care is a basic human right. The Hispanic family, however, experiences great health problems and barriers to appropriate care. Specific age groups within the Hispanic family at higher risk and vulnerability are children, young adults, women of child-bearing age and the elderly. These age groups are particularly vulnerable to substance abuse, AIDS, diabetes, and other chronic diseases that are preventable. Solutions to these conditions lie in addressing allocation of public and private funds, providing for a well trained and culturally sensitive work force, and appropriate reprogramming of traditional health and mental health care systems. The NHLC considered the following health and mental health issues:

1. **Statistics on Hispanic health and mental health issues** - the federal Hispanic Health and Nutrition Examination Survey (HHANES) data; additional surveys and/or oversampling of Hispanics; question of an Hispanic identifier on surveys, application forms for Medicare and Medicaid and other publicly funded health services; and reporting of statistics on Hispanic participation in health and mental health programs.

2. **Access to health and mental health services** - primary care, mental health services, rehabilitation services, preventive care, and nutrition services; Medicaid, Medicare, and private health insurance coverage; impact of health block grants on service availability and access; relationship of health care availability for low-income people to public health concerns.

3. **Health care needs and access of special populations**- farm workers, urban and rural Hispanics, pregnant teenagers, infants and children, the elderly, refugees, and undocumented persons, especially those persons from Central America; costs of care; and bilingual service providers.

4. **AIDS Services in the Hispanic community** - issues related to education, prevention, and treatment; recognition of the problem; and the role of community-based groups.

5. **Substance abuse in the Hispanic community** - drug and alcohol abuse; substance abuse as it relates to AIDS; models for prevention and treatment; access to services; and the role of community-based groups.

6. **Hispanic employment and policy-making** - education, training, and employment of Hispanics in health and mental health jobs; Hispanic employment at professional and policy levels; inclusion of Hispanics on task forces, panels, and commissions dealing with health-related issues; role of educational institutions and federal, state and local government in increasing health employment and education opportunities for Hispanics; health advocacy needs.

7. **Environmental concerns** - issues including production and use of agricultural chemicals; management and reduction of hazardous and solid waste; restoration and protection of drinking water resources; and improved air quality, including ways in which these issues affect preschoolers and the elderly.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. At-risk factors are compounded by low income (while 25% of all Hispanics live in poverty, 39% of their children do); low levels of educational attainment; persistent unemployment or underemployment; language and cultural barriers to health and social service utilization; and low levels of health insurance coverage.

2. The Hispanic family is especially likely to lack either public or private health insurance. Since 1982 the percentage of uninsured Hispanics has risen to 21.7% (a 50% increase), more than double the rate for Blacks and nearly three times the rate for non-Hispanic whites.

3. National data are not available for the Hispanic mortality rate by any cause, nor the Hispanic infant mortality rate. Best estimates, however, indicate that

Hispanics are at greater risk for a number of diseases and chronic conditions than the general population.

4. The cumulative incidence of AIDS for Hispanic adults is three times that of non-Hispanic whites. Although Hispanics account for 7.9% of the U.S. population, they constitute 14% of all reported AIDS cases. Eighteen percent of all AIDS cases among women are Hispanic, and 23% of all pediatric AIDS cases are Hispanic. Over 29% of all IV drug abuse cases are Hispanic.

5. Although adolescent pregnancy rates among Hispanics vary, they are generally higher than for white non-Hispanics. Of all the Hispanic mothers giving birth, 19% are under age 20 compared to 12.1% for non-Hispanics. The highest proportion of teen births is to Puerto Ricans (23.4%) and Mexican Americans (20.1%). In addition to health problems, adolescent pregnancy is a major contributor to low educational attainment, high unemployment rates, and poverty.

6. Hispanics are severely underrepresented in the health professions and in health leadership positions. Hispanics account for only about 4% of physicians and 2% of registered nurses. Only five of the nearly 300 senior executives of the U.S. Department of Health and Human Services are Hispanic. There are no Hispanic state health commissioners, and only one Hispanic health commissioner in a major metropolitan area.

7. Environmental concerns seriously affect Hispanic health. Approximately 56% of all Hispanics are in counties with uncontrolled hazardous waste sites, and 87% of all Hispanics live in urban areas where air pollution and lead are significant environmental problems. Rural Hispanics are being affected by chemicals used in agriculture both in the work place and through ingestion of contaminated groundwater. In addition, Hispanics generally, and preschoolers in particular, are consuming potentially health threatening levels of pesticides in foods. Asbestos and lead-based paint in schools and community facilities adversely affect the health of Hispanic children and youth.

8. The Hispanic elderly population has doubled in the last decade. This age group constitutes the fastest growing

age group within the Hispanic population in general. Disability and incidence of chronic diseases occur at an earlier age among Hispanics compared to the overall elderly population. Their poverty level (22.5%) is more than twice that of white elderly (10.7%) and only slightly below the poverty rate for the general Hispanic population (27.3%). Their use of Medicare is disproportionate to their needs and growing numbers; yet availability of health insurance is limited or non-existent. Health care is usually obtained in hospital emergency rooms and only when the health conditions have become acute.

9. Mexican Americans are some three to five times more likely to have non-insulin dependent diabetes (NIDD) than are non-Hispanic whites. Preliminary data indicate that NIDD may also be a significant health problem for the Puerto Rican community.

10. Substance abuse is a significant health risk in the Hispanic community. According the 1980 Health Interview Survey, some 43% of Mexican American adult men, 40% of Puerto Rican adult men, and 42% of Cuban American adult men are smokers. Preliminary analysis of the Hispanic Health and Nutrition Examination Survey also indicates that smoking is rising significantly among Hispanic youth and Mexican American women. The Secretary's Task Force on Black and Minority Health reported that young Hispanic males, ages 18 to 29, tend to drink more heavily than either Black or white youth and young adults (34%, 17%, and 29% respectively). The Secretary's Report also found that Hispanics use marijuana, cocaine, heroin, and illicit methadone at higher rates than non-Hispanic whites. Inhalant abuse (glue sniffing) is some 14 times more prevalent among Mexican American children and adolescents in Los Angeles barrios than among the general population.

C. Recommendations

Given our findings, the NHLC recommends action (with appropriate funding) by federal, state, and local agencies, the private sector, and the Hispanic community to accomplish the following:

1. **Improve Hispanic Access to Health Care:**

   a. Congress should extend adequate health insurance to all Hispanics through options such as mandatory minimum health insurance and federally directed risk pool associations, targeted to private employers and insurers.

   b. Congress must extend comprehensive and long-term care health insurance to all Hispanics. Furthermore, Medicare should be expanded to cover in-home services, home health, hospice and ancillary services. Also, Medicaid should be expanded to cover all poverty populations.

   c. Federal and state health agencies must establish Hispanic outreach programs to ensure that all Hispanics have clear and open access to health services, and must include Hispanic community-based organizations in such programs.

   d. Congress and the private sector must establish recruitment and retention programs for Hispanic students in the health field, including scholarships for Hispanic medical students and expanded research on the Hispanic community's health professional needs. These programs must include Hispanic community-based organizations.

   e. Medical schools and educational institutions that train allied health and other health related professionals which receive federal funds must be mandated to include the importance of Hispanic cultural factors in providing health and mental health care services. These institutions must include Hispanic faculty and other administrative staff in their training programs.

   f. Federal, state, and local health agencies must recruit, appoint, and promote Hispanics to positions of leadership. The U.S. Department of Health and Human Services must establish a program to recruit and appoint Hispanics to

positions in the senior executive service as well as establish a mentorship program in health policy.

g. EEO standards must be strictly enforced in recruitment of health service professionals in both the public and private sectors.

h. Collection of appropriate data (oversampling) must occur for the Hispanic community and subpopulations under national health data collection systems.

i. Congress should adopt legislation that guarantees access to services for Hispanic women; promotes patient education and outreach through relevant media; and requires adequate translation services which protect the dignity and privacy of patients.

j. The federal government should safeguard the reproductive rights of Hispanic women, especially with regard to sterilization, testing of birth control drugs and devices, use of Third World women for surrogacy and genetic engineering. Proper consent and culturally sensitive information relevant to these practices and procedures must be provided.

2. **Develop a Strong and Coordinated Health Promotion and Disease Prevention Effort for the Hispanic Family:**

a. Congress should upgrade the Director of Minority Health of the U.S. Department of Health and Human Services to Deputy Assistant Secretary of Health. This office should be enlarged and mandated to provide information, coordinate and fund programs aimed at Hispanics at a level proportionate to the needs and size of the Hispanic community.

b. Federal, state, and local health agencies should improve Hispanic access to adolescent pregnancy prevention programs, pre-natal care,

child care, and elderly care through federal action. This includes expanding research efforts, and developing culturally sensitive comprehensive approaches that involve Hispanic community-based organizations in all phases of program planning and implementation.

c. The federal government must identify existing laws and regulations that are not being enforced, that if enforced would address environment-related health concerns of Hispanics. New legislation must be adopted and implemented to address the adverse environmental impact on Hispanic health generally and also in the work place. The federal government must provide technical assistance and appropriate funding levels to ensure adequate implementation and enforcement of key health-related environmental policies and programs. Finally, the federal government must assist community-based organizations in developing and implementing programs to address environmental-related health needs of the Hispanic community.

d. Congress should reauthorize the Older Americans Act which addresses some of the health concerns of the elderly, particularly the language that targets services to low-income elderly minorities. This legislation should include an Hispanic elderly health initiative.

3. **Special Efforts Must be Made to Combat AIDS, Substance Abuse, and Diabetes in the Hispanic Community:**

a. Federal, state and local appropriations must be provided to ensure adequate culturally relevant outreach in public education, media campaigns, prevention, counseling, treatment and support for people who are HIV positive, have AIDS, or who are at high risk for AIDS, and their families. This includes expanding research efforts and funding for Hispanic community-based and national organizations. Hispanics must be included in all phases of program planning and implementation. Public officials should appoint Hispanic health

experts, familiar with AIDS in the Hispanic community, to any future Presidential panel, federal research and review boards, and state and local commissions. Legislation should protect Hispanics with AIDS or who test positive for the HIV infection from discrimination in the areas of housing, health care, employment, and education.

b. Federal, state, and local funding for substance abuse programs must include appropriate public education, media campaigns, prevention, counseling and research on substance abuse within the Hispanic community in a culturally appropriate manner. This must include the expansion and development of Hispanic treatment centers in the Hispanic community.

c. All levels of government, along with the private sector and the Hispanic community, should implement the 1988 resolutions adopted by the National Hispanic Conference on Drug and Alcohol Problems.

d. Congress must appropriate funds for expanded research to identify and treat the causes of the overwhelming number of cases of diabetes in the Hispanic community.

IX. HOUSING

A. Overview

Finding affordable housing is increasingly a problem for all Americans, especially those in urban areas with low or moderate incomes. In addition to the problem of affordability, however, Hispanics face other barriers, including discrimination based on national origin or against families with children. In addition, special obstacles are faced by some predominantly Hispanic groups such as migrant and seasonal farm workers. While affordable private housing has become more difficult to find, the federal commitment to housing assistance has been cut by over 75% in the last seven years. The federal government has an obligation to meet the housing needs of low- and moderate- income people. The NHLC considered the following housing issues:

1. **Access to housing** - relation of housing costs to family income and poverty; housing quality and overcrowding; homelessness among Hispanics; extent of home ownership; extent to which housing programs assist the most needy; right to safe, decent, affordable housing; and fair housing issues.

2. **Housing needs of special populations** - families with children, large families, the elderly, migrant and seasonal farm workers, rural dwellers, and handicapped persons; and the impact of federal housing policies on multigenerational families.

3. **Housing financing and delivery systems** - the declining federal role in subsidized housing for low-income persons; implications of expiring U.S. Department of Housing and Urban Development (HUD) subsidies; the impact of buy-out options for public housing; Community Development Block Grant (CDBG) and Urban Development Action Grant (UDAG) programs and their impact on housing stock; tax-related issues, including tax-exempt bonds for housing, effects of the Tax Reform Act of 1986, and Alternative Minimum Tax; the role of state and local housing finance agencies; private financing and limitations, including redlining and other mortgage limitations; financing of permanent housing for the homeless; public/private partnerships to develop new housing and rehabilitate existing units; the role of cooperatives and community-based groups; the need for

outreach and housing counseling services; application of innovative building materials and techniques to low-cost housing; and the limits provided by building codes.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. Hispanics are less likely than whites or Blacks to be homeowners (43% compared to 69% of whites and 45% of Blacks as of 1983), and are therefore more vulnerable to shortages of affordable rental housing. Recent studies show large and increasing shortages nationwide of affordable housing.

2. Hispanics are three times more likely than whites to live in physically inadequate or overcrowded housing.

3. Much of the existing subsidized, low-income housing stock was built by private developers, who soon will have the option of converting these units into upscale developments, thus further reducing the availability of low-income housing. Much of the private, unsubsidized housing stock is in similar danger of conversion.

4. Even when incomes are held constant, Hispanics are more likely than whites to live in substandard housing; one reason is housing discrimination. Studies demonstrate that Hispanics face discrimination based on national origin in many markets; restrictions against families with children also disproportionately affect Hispanics. Due in part to a lack of effective outreach and enforcement mechanisms, very few Hispanic victims of housing discrimination file formal complaints.

5. Hispanic community-based organizations are an important and integral part of housing policy for the national Hispanic community, yet are not given adequate opportunity to participate in publicly funded housing efforts.

6. There are too few Hispanic housing specialists in the field now, further complicating the ability of Hispanic organizations and individuals to have an impact on national housing policy.

C. Recommendations

Given our findings, the NHLC recommends the following action by local, state, and federal agencies, the private sector, and the Hispanic community for Hispanics in need of housing which is affordable, available, and accessible:

1. Preserve Existing Affordable Housing:

a. The conversion of affordable units to upscale housing should be prevented or discouraged, at least until viable alternatives for existing tenants can be developed. Where conversion cannot be prevented, a "right of first refusal" should be available to nonprofit groups or public entities that agree to maintain the low-income character of the housing. Private and public support must be given to these entities for conversion purposes.

b. State or local protection should be combined with "rights of first refusal" laws and funding pools to preserve low-income housing stock. Federal housing development programs and private resources should be better targeted to housing preservation activity.

c. Adequate maintenance and operation procedures, including tenant education directed toward maintaining the units at minimum housing quality standards, should be required of owners of multi-unit housing.

d. Community-based organizations should be more involved in the maintenance and management of housing projects in order to ensure stability and the preservation of units.

2. **Expand the Supply of Affordable Housing:**

   a. Federal programs promoting new construction and substantial rehabilitation should be fully funded, reversing the seven-year trend of massive federal funding cuts.

   b. A community-based program that provides grants directly to nonprofit, community organizations to acquire, rehabilitate and construct housing should be established by the Congress. A portion of these funds should be used for training purposes, and funds should be allocated according to specific needs.

   c. New federal programs, such as cooperatives, to encourage and facilitate home ownership by low-income persons, should be enacted.

   d. Funding for these and related efforts can be derived from a redistribution of tax incentives which are available for federal housing subsidies. Tax programs such as mortgage revenue bonds should be extended.

3. **Expand the Fair Housing Act and its Enforcement:**

   a. Congress should pass legislation strengthening the enforcement provisions of the Fair Housing Act, and expand the law's coverage to include families with children, except for those programs specifically for the elderly and handicapped.

   b. Federal, state and local agencies should immediately implement Hispanic-focused fair housing initiatives that would increase awareness of housing discrimination, provide bilingual outreach materials, and fund local Hispanic organizations to carry out housing "testing" and to assist victims in seeking redress.

4. **Determine the Extent of Hispanic Homelessness and Address the Problem:**

   a. The federal government should conduct a major study on Hispanic homelessness.

   b. State and local governments should have the authority to use portions of the federal Aid to Families with Dependent Children and Emergency Assistance Funds programs for the creation of new housing units for the homeless.

5. **Establish Training Programs to Enable Young Hispanics to Enter Housing and Related Fields:**

   The federal government should establish training programs for Hispanics in the housing field. More Hispanics need to be encouraged to become housing specialists.

6. **Form a National Hispanic Housing Network:**

   a. National Hispanic organizations should establish a national Hispanic housing network to share information and resources in order to build more affordable housing, and to increase the community's ability to defend itself from forces that could destroy the social structure of Hispanic neighborhoods.

   b. This network should provide technical training and information for community-based organizations which are interested in the development of and advocacy for low- and-moderate-income housing for Hispanics.

X. IMMIGRATION, FOREIGN POLICY AND NATIONAL SECURITY

A. Overview

Like other Americans, Hispanics are greatly affected by the immigration, foreign policy and national security decisions of the United States. Such policies affect the economic status of the nation, requirements for military service, and movement of people between the U.S. and other countries. American foreign policy also influences immigration from Spanish-speaking countries.

Immigration policy has special implications for Hispanics, in part because most Americans, ignorant of the role Hispanics played in the early history of America, incorrectly view Hispanics as primarily "foreigners"; the sweeping immigration reform legislation passed in 1986 is also of particular importance to Hispanics. What is sometimes forgotten in policy debates is that the U.S. is a nation of immigrants, and immigrants built America. As in the past, today's immigrants contribute to our economy and strengthen our democratic values and institutions in ways which are more vital than ever.

Regional conflicts aside, the unprecedented 43-year absence of war between the major powers is not accidental. U.S. national security and the post-war generation of relative peace are founded on the adroit use of diplomacy and a strong defense policy. The NATO Alliance, use of foreign aid, and the structure of our nation's military, based on perceptive and meaningful deterrence, have been essential elements for maintaining this peace. However, the precise level of our required military strength does not obey a static formula. It varies according to advances in technology and the threats to which the democratic world is exposed. It will also vary, within prudent limits, according to the constraints imposed by our defense budget upon our domestic economy, and programs essential to our domestic welfare.

For Hispanics, as for all Americans, large-scale international drug trafficking is one of the most vexing problems we face in foreign policy today. It is a common threat to nearly all countries in the Western Hemisphere. The magnitude of the problem is such that, for many countries, only the national government is strong enough to confront the drug traffickers. Given the power and reach of the organized international drug cartels, only a major coordinated effort by all countries, particularly in this Hemisphere, can stop this deadly trade.

The NHLC considered the following immigration, foreign policy and national security issues:

1. **U.S. immigration policy** - the Immigration Reform and Control Act of 1986 (IRCA), especially provisions related to legalization regulations, cut-off date and extension proposals, family unification and employer sanctions; policy regarding Salvadoran, Nicaraguan, and other Central American immigrants and refugees, including the proposed Moakley-DeConcini bill; implementation of immigration policy by the Immigration and Naturalization Service (INS), including full due process and equal protection for all persons seeking political asylum or subject to deportation proceedings; and equal treatment for immigrants regardless of country of origin.

2. **U.S. involvement in Latin America** - the question of military and/or economic aid to various groups in Latin America; the question of military intervention; the principle of self-determination for peoples of Latin America and the Caribbean; and appropriate roles for Hispanic Americans in the debate over Latin American policy, including individual and institutional involvement.

3. **U.S.-Mexico border issues** - border economic development, impact of U.S. immigration policy on the Mexican and U.S. economy, tax and tariff issues as they affect border development, and appropriate roles for Hispanic leaders and organizations in border policy-making and development.

4. **Trade and development policy** - North-South partnerships and the Caribbean Basin Initiative; debt issues; the benefits of liberalizing trade and adherence to free-market principles as tools for development and debt reduction; the nature and level of economic assistance to Latin America and the Caribbean; involvement of Hispanic-owned businesses in foreign trade; and the potential for greater Hispanic community involvement in international trade and as a link between the U.S. and Latin American/Caribbean nations.

5. Hispanic participation in government - the role of Hispanics in the various agencies of our government that guide our foreign affairs such as the State

Department, the Foreign Service, and the Departments of Defense, Treasury, and Commerce.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. The implementation of the legalization provisions of the Immigration Reform and Control Act of 1986 has been seriously deficient.

2. There is growing evidence that discrimination against Hispanics is increasing due to sanctions. Unfortunately, the U.S. Department of Justice Special Counsel's office, charged with enforcing the anti-discrimination provisions of IRCA, has yet to open a single regional office or carry out a single outreach and public education effort. As a result, few victims of discrimination have been able to seek appropriate redress.

3. Cubans, Central Americans and nationals of other countries too often have been subject to unfair treatment in immigration proceedings. The Constitution and laws of the United States require due process and equal treatment of all persons regardless of national origin.

4. U.S. and Latin American interests are increasingly inter-dependent. Unfortunately, this inter-dependence is not reflected in either the priority that U.S. policy-makers place on such issues as the Latin American debt, trade relations and development policy, nor in the often disrespectful and condescending attitudes exhibited by some U.S. policy-makers to Latin America. With respect to the debt issue, a U.S. policy that seeks only repayment is doomed to failure. Indeed, the debt crisis presents an opportunity for innovative programs that will refocus both U.S. and Latin American development goals to significantly increase economic growth in the debtor countries.

5. Of immediate and direct interest to the national Hispanic community is the termination of violence within our own Hemisphere. Events in Central and South America have a direct impact on U.S. foreign and domestic policy. A just and enduring solution is imperative.

6. Efforts by the U.S. and other countries to address the drug trafficking problem have been uncoordinated and inconsistent, have lacked continuity, and have not been supported by adequate national and international resources. In certain instances, mutual recrimination has taken the place of reasoned discussion and debate.

7. The steps taken to reduce the levels of nuclear arms by both the United States and the U.S.S.R. are of critical importance to all nations. Further, the reduction of warfare in the Middle East, the Persian Gulf, the Indian Ocean, and Africa is an indispensable element of world political stability.

8. The increasing trend toward political appointments at the ambassadorial and Assistant Secretary level in the U.S. State Department is troubling, and potentially harmful to the effective conduct of U.S. foreign policy.

C. Recommendations

Given our findings, the NHLC recommends action by Congress, the White House, federal agencies, and the Hispanic community to accomplish the following:

1. **Review and Revise the New Immigration Law:**

   a. Congress should immediately extend the legalization application period for one year for the 1982 eligibility applicants.

   b. The U.S. Department of Agriculture should include sugar cane, cattle, and poultry workers in the definition of "perishable crops" for the Special Agricultural Workers (SAWs) program.

c. Congress and the Immigration and Naturalization Service (INS) should take immediate action to ensure due process and equal treatment to all persons seeking political asylum and/or subject to deportation proceedings, including "Mariel" entrants now subject to deportation.

d. Congress and the INS should expedite the entrance to the U.S. of Cubans stranded in third countries.

e. Congress should mandate the INS to immediately expand public education and outreach efforts to minimize discrimination resulting from employer sanctions, including the establishment of regional offices of the Office of Special Counsel of the U.S. Department of Justice to assist victims in filing complaints.

f. Congress should immediately enact legislation, and/or the President should immediately direct the Justice Department and Immigration Service, to suspend the deportation of Salvadoran and Nicaraguan nationals.

g. U.S. immigration policy must ensure equal opportunity to immigrate regardless of national origin.

h. The Administration and Congress should support the work of the Commission for Study of International Migration and Cooperative Economic Development in its investigation and research of the factors that contribute to illegal immigration from Latin America, and should implement its proposals.

i. Congress should eliminate all politically-based restrictions to travel, exchange of ideas, and telecommunications across national boundaries. However, Congress should consider

and be guided by reciprocal steps taken by other countries.

j. Congress and the INS should review, and where necessary revise, regulations and policies, e.g., the "family unity" policy, that prevent or deter otherwise eligible persons from applying for legalization. Any reform of legal U.S. immigration policy should fully preserve our historic commitment to family reunification. There should be no numerical ceiling on immigration of the immediate relatives of U.S. citizens, nor any other changes in current law regarding family unification. The number of visas should be increased appropriately, and special measures taken to reduce backlogs.

k. Immigration based on occupation or skills in short supply in the United States should be limited to exceptional cases, with no adverse impact on domestic workers. Temporary agricultural workers programs (H2-A) should not be implemented given current high unemployment of domestic farm workers.

l. Congress should repeal the I-9 process of the INS employer sanctions because the process results in discrimination against Hispanics.

2. Establish a Latin American Partnership:

a. The Administration, in concert with or in response to the governments of Latin America, should support the revitalizing of the Organization of American States, the Inter-American Development Bank, and other inter-American institutions.

b. The United States government should give the highest priority to its relations with Latin American countries and should establish a more mature, respectful relationship with Latin America. The elements of that relationship should include:

* A recognition that each country has a right to determine the character of its political system free from outside interference;

* U.S.-Mexico cooperation in establishing economic programs, including co-production, to address the serious economic problems of the border region in a manner that is beneficial to both countries;

* A call for a summit meeting of the "Presidents of the Americas," with careful preparation, and regular consultations at the ministerial and inter-parliamentarian level to discuss and seek consensus on the critical economic, political, and drug trafficking issues affecting all of the Americas;

* Realistic and effective approaches to the debt crisis that take into account the need for economic growth by the debtor countries;

* Increased trade and economic assistance to Latin America, ensuring that such cooperation and assistance meet the development needs of the Latin American people and foster democracy in the region. This assistance should not be channeled through military authorities, and should include assurances that it will not be used for military purposes; and

* Federal recognition and support of the Commonwealth of Puerto Rico's efforts to enhance the Caribbean Basin Initiative and Puerto Rico's economic development program.

c. The Administration should support the development of free, sovereign and democratic governments in Latin America. The U.S. should speak out against all dictatorships, whether of the left or the right.

d. The U.S. should respect and support the peace process developed by the Central American nations as a solution to the crisis in Central America, and should follow up with economic assistance for reconstruction once the peace process is fully implemented.

e. The U.S. and the Latin American countries should give the highest priority to dealing with the drug trafficking problems by substantially increasing the resources devoted to international drug interdiction, promoting drug education, and establishing effective coordination among governments.

f. Congress should adopt legislation that increases the number of scholarships to Latin American and Caribbean students who are economically disadvantaged and who commit to utilizing their education for the development of their own respective countries.

3. **Establish a Clear and Bipartisan Approach to the Conduct of U.S. Foreign Policy:**

a. U.S. foreign policy should be conducted in a manner consistent with human rights and international and domestic law.

b. The U.S. and the U.S.S.R. should develop joint social, cultural, and economic exchanges to further peaceful interaction.

c. The U.S. should declare its unequivocal opposition to apartheid in South Africa, and should reinforce this public stance by supporting international efforts and taking action that underscores our commitment to the total eradication of this repugnant system.

d. The Administration should continue to join in diplomatic efforts leading to a satisfactory settlement which will include the withdrawal of all foreign troops from African nations.

e. Career foreign service officers should as a general rule be appointed to ambassadorial and Assistant Secretary positions.

f. The decline in the Department of State's budget is alarming. Diplomatic initiatives should be adequately funded.

g. New initiatives should be developed to protect and preserve our environment, including such proposals as swapping foreign debt in exchange for setting aside appropriate lands for conservation purposes.

4. **Establish a National Security Policy Based on Diplomatic Efforts and a Balance Between Domestic and Defense Needs:**

a. The U.S., the U.S.S.R., and all other major powers should continue to work toward meaningful, mutually verifiable arms reduction agreements, such as the ratification of the Intermediate-Range Nuclear Forces (INF) Treaty and negotiations on limiting conventional forces in Europe.

b. In instances where it is an option, covert action as a foreign policy instrument should be examined to determine whether it is in the best interest of U.S. national security.

c. Since the majority of Hispanics live and work in energy-producing states and because energy, in particular, petroleum, is vital to our country's national security, a national energy policy should be developed and implemented as part of our overall national security policy.

XI. MEDIA

A. Overview

The media, particularly the broadcast media, are our main source of information and are instrumental in forming national public opinion. The image of Hispanics that is portrayed by the media is sometimes the only view of Hispanics that non-Hispanics receive. The media are also important to Hispanics not only as a source of information, but also as a way to help form our own self-image. The media are particularly important to our youth in helping provide positive role models. Some efforts have been undertaken, especially in print media ownership and Hispanic media professional associations, to increase and improve Hispanic media images and to advocate for greater media employment and ownership opportunities. The NHLC considered the following media issues:

1. **Underrepresentation of Hispanics in media employment**- Federal Communications Commission (FCC); public broadcasting; print and electronic media; the role of the Equal Employment Opportunity Commission (EEOC); implications of low employment for media coverage; sensitivity; accuracy; and methods for encouraging Hispanics to obtain education and training for media careers.

2. **Hispanic ownership of broadcast media** - level and trends in Hispanic ownership of commercial UHF and VHF TV stations, AM and FM radio stations, public radio and TV stations, low-power TV stations; federal laws and regulations affecting opportunities for media ownership including multi-media ownership limits; access to capital; and the role of Minority Enterprise Small Business Investment Corporations (MESBICs) and other special sources of capital.

3. **Television images of Hispanics** - extent and nature of current images, stereotypes and negative role models and their implications for Hispanic youth; Hispanics as newscasters; and the means for changing current images.

4. **Hispanic print media** - size of and trends in Hispanic media ownership, especially Spanish-language and bilingual press; marketing and advertising.

5. **Hispanics and the mainstream print media** - employment; images and coverage of the Hispanic community, including wire services.

6. **Hispanic media groups** - roles of various groups, advocacy involvement, and programs related to education and employment.

7. **Media relations for Hispanic organizations** - need for media training and improved public relations skills for community-based organizations' staff and boards, and for small businesses.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. Media coverage studies have shown that Hispanics are largely ignored by television or depicted in ways which perpetuate negative stereotypes, especially of women. While the image of Blacks has improved in recent years, and some positive changes have occurred for Hispanics, especially in the recent release in television and in films about Hispanics, much more needs to be done in this area.

2. Hispanics are severely underrepresented as owners of major media outlets, both electronic and print, as well as in media employment at every level. Recent studies show that while Hispanics comprised 7.9% of the population in 1987, we occupied only 1.7% of the news room positions in the nation's daily newspapers. Hispanic employment in broadcasting continues to be low, with Hispanic men representing only 3.3% of total employment and Hispanic women only 2.1%.

3. Hispanics also continue to be severely underrepresented as professors and students of journalism and mass communications and do not have a voice in setting policy in university media programs.

4. Hispanics continue to be underrepresented at all decision-making levels in media companies at the national, regional, and local levels.

C. Recommendations

Given our findings, the NHLC recommends action by federal communications agencies, national and local media companies, and the Hispanic community to accomplish the following:

1. Increase Hispanic Participation in the Media:

a. The federal government should assure media compliance with national, state and local level initiatives to provide and increase ownership opportunities for Hispanics in broadcast media by enforcing the FCC policy of granting Section 1071 tax certificates to sellers of broadcast properties who transfer ownership to minority enterprises. These certificates are a vital aspect of financing minority purchasers.

b. Congress should pass legislation which provides for the creation of a Corporation for Small Business Investment (COSBI). COSBI would put an end to MESBIC public-sector funding uncertainty by taking MESBICs out of the federal budget process. This government-sponsored enterprise would issue securities to the market at favorable rates and use the proceeds to provide leverage to MESBICs. Under COSBI, MESBICs would not be subject to budget cuts and funding uncertainty, but would have direct access to the capital markets through the corporation.

b. Government-mandated and media-initiated affirmative action efforts should be strengthened to increase the employment, training and promotion of Hispanics, especially women, by the networks, national newspapers, and local media outlets. To this end, national Hispanic organizations should initiate a dialogue with communication/

entertainment associations such as the National Association of Broadcasters and the American Newspaper Publishers Association for positions as officers and managers and sales personnel.

c. Media companies should provide and/or expand scholarships, internships, and other training programs to increase the number of Hispanic students pursuing careers in the entertainment and communications industry, especially those involving writing and concept development.

d. Craft guilds need to find Hispanic talent, develop it, and institutionalize the mentoring system.

e. Private and public colleges and universities should provide English and Spanish language education and training in journalism and communication.

f. Corporations should use Hispanic-owned media outlets for advertising to help promote Hispanic entrepreneurialship and expand outreach into the Hispanic community.

2. **Improve the Image of Hispanics in the Media:**

a. National Hispanic organizations should promote and encourage a national positive self-image campaign for Hispanics. One potential vehicle is the upcoming quincentennial celebration.

b. Media companies should support efforts by Hispanic organizations and media associations to increase positive Hispanic role models in television, radio, film, and advertising.

c. National Hispanic organizations, corporations, and media companies must take action to provide accurate and increased media coverage

of issues that concern and interest Hispanics, particularly by the networks and independent broadcast companies, and national print media.

d. Congress should assure that federal funding and oversight continue to strengthen Spanish-language broadcasting at the national and local level.

XII. ORGANIZED RELIGION

A. Overview

Religion has always played a major role in Hispanic culture and identity. Organized religion has played and still plays a major role both in the oppression and in the liberation of Hispanics. Against the confusion of colonialism and evangelism at the time of the Spanish conquest, there were Christian leaders who raised their voices in protest, and whose memory we venerate to this day. In more recent times, Hispanic churches have played an active role on issues such as immigration, farm worker rights, education, housing, and community empowerment. On the other hand, there still are churches where such issues are ignored, to the detriment of the communities in which such churches exist. Moreover, Hispanics generally remain outside the decision-making circles of many of the denominations to which they belong, and there is a struggle still being waged within those denominations for greater participation by Hispanics. The NHLC considered the following organized religion issues:

1. **Hispanics within the various denominations** - the role of Hispanic clergy in church hierarchy, and the extent to which Hispanics play visible and senior roles in organized religion.

2. **Organized religion in the community** - the responsibility of organized religion to the community; community advocacy roles; Hispanic attendance at parochial schools; church roles in areas of controversy such as family planning and AIDS; relationship to family structure; and the role of proselytizing religions.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. Between 85% and 90% of Hispanics are baptized Catholics, comprising about 35% of American Catholics; furthermore, Hispanic membership in Protestant denominations and other religious communities has grown considerably in recent years.

2. Because of the Hispanic community's rate of growth, Hispanics will constitute an increasingly large percentage of American church membership.

3. In spite of the large number of Hispanic constituents in all denominations, the proportion of Hispanics in leadership and decision-making roles remains disproportionately small. Despite this, some significant developments have allowed the voice of the community to surface. However, Hispanics have not had the opportunity to determine the shape of their own faith expressions and much in the life of many churches remains alien to the Hispanic experience.

4. While Hispanic women have a central role in the faith development of the community, access to leadership and decision-making positions within most churches is almost non-existent.

C. Recommendations

Given our findings, the NHLC recommends action by national church leaders with Hispanic community support to accomplish the following:

1. **Assure the Development and Advancement of Hispanic Lay and Ordained Church Leadership:**

   a. The national leaders of each church denomination should develop and implement a concrete program of leadership recruitment for Hispanic men and women.

   b. The national leaders of each church denomination should make their resources available to Hispanic groups by specifically providing financial support for leadership training, both through scholarships to individuals and through institutions and programs addressing the needs of Hispanics; the proportion of funds invested in Hispanic leadership development should reflect the denominations' commitment to this priority.

c. Each church denomination should evaluate and correct structures and policies of personnel deployment and placement that hinder Hispanics in the exercise of their ministries.

d. A plan and time frame to carry out these recommendations should be developed.

e. The curricula employed at all levels of church education, from early education to seminary, should be analyzed and corrected in view of the Hispanic experience and needs.

2. **Greater Influence by the Hispanic Leadership of All Denominations at All Levels of Church Decision-Making:**

a. The Hispanic leadership of all church denominations should:

* Increase the awareness of the community of its educational and social responsibilities in a technological society;

* Encourage local churches to join with other churches in seeking solutions to community problems;

* Model a type of leadership based on community involvement; and

* Make church facilities available for community needs.

b. The Hispanic leadership of all church denominations should actively work for new Hispanic leadership within the church structures and seek to open up the opportunity for new leadership to reach decision-making positions.

c. The Hispanic leadership of all church denominations should promote the development of lay Hispanic leadership to work not only in the churches, but also in the community.

3. **Focus the Attention of Organized Religion on Hispanic Needs and Concerns:**

a. All denominations should recognize and allow the celebration of church services in the language and cultural experience of the Hispanic communities.

b. The religious and Hispanic communities should initiate a consultation process in reference to Hispanic pastoral, social, and economic needs. To this end, national Hispanic organizations should request the convening of the denominational leaders to discuss their concerns.

c. All denominations should make a strong commitment to address the needs of the Hispanic community, particularly the elderly and youth.

d. All denominations should strengthen their commitment to providing educational opportunities to inner-city youth.

e. All denominations should make a commitment to address the needs of the Hispanic community for educational programs to stop the spread of AIDS.

f. Organized religion should take the lead and serve as the intermediaries in advocating for youth who are being detained in centers due to INS Border Patrol operations.

XIII. POLITICAL AND GOVERNMENTAL EMPOWERMENT

A. Overview

Full participation in the political process is a basic principle of a democratic and pluralistic nation. However, Hispanics continue to be underrepresented in government, which negatively affects efforts to become full participants in the nation's economic and social structure. Many factors contribute to the lack of Hispanic representation in the halls of government. These include low rates of Hispanic naturalization, voter registration and participation, and attitudes and behavior of American society. Significant progress towards empowerment of the Hispanic community will require the appointment of individuals sensitive to the needs and contributions of the Hispanic community to policy-making positions. Achieving full political participation will also require that greater efforts be made and resources provided by Hispanics themselves.

It is also important to recognize the inter-relationship of corporations, government, labor and trade organizations, and political groups, and the need for their cooperation to achieve the overall goals of empowerment.

The NHLC considered the following political and governmental empowerment issues:

1. **The question of U.S. citizenship** - naturalization rates, factors discouraging naturalization, the naturalization process, Immigration and Naturalization Service (INS) naturalization backlogs and inconsistent process; public education issues; the naturalization exam; and the availability of U.S. citizenship courses.

2. **Voter registration/education and get-out-the-vote efforts** - factors discouraging registration; ways to simplify and improve the registration process (including changes in laws and regulations, use of public agencies for registration, election day registration, mail registration); the concept of a registration confirmation system; funding for voter registration and education; and methods for increasing voter turnout.

3. **Voting rights** - adequacy of the Voting Rights Act of 1965 (as amended) and its implementation and protections; gerrymandering; bilingual provisions; and the role of litigation.

4. **Hispanic elected officials** - level of representation/ underrepresentation; relation to an accurate Census count and redistricting; and participation in major political parties.

5. **Hispanic appointees** - underrepresentation at federal, state, and local levels; Hispanic judges; Supreme Court, Cabinet-level and other policy positions; and commissions.

6. **Relation of data gaps to empowerment** - extent to which inability to document a problem is assumed to mean no problem exists; lack of implementation of P.L. 94-311 (Roybal Amendment); 1990 Census questions and procedures; and lack of basic data or regular reports on Hispanic socioeconomic status.

7. **Hispanic women** - issues related to leadership roles and opportunities.

8. **Leadership development** - opportunities for development of leaders among youth, women, and elderly.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. Hispanics are underrepresented at every level of decision-making. There has never been an Hispanic Cabinet member or Supreme Court Justice. Although the number of Hispanic elected officials has increased substantially in the past decade to more than 3,000, it is still far below what would be considered normal, given our percentage of the population.

2. Hispanic women face discrimination on the basis of both ethnicity and gender, and are particularly

underrepresented in policy-making positions in all levels of government. This historic underrepresentation is perpetuated by the lack of role models, networks, and training in leadership skills.

3. Despite the substantial growth experienced within the Hispanic community, these numbers have yet to be translated into electoral strength. Contributing factors include our youthful population; language and educational barriers; and perhaps the most troubling problem, a substantial number of Hispanics who are not citizens.

4. The 1980 Census showed more dramatically than ever that Hispanics in particular are at serious risk for undercount in 1990. Compounding this problem are efforts by immigration restrictionist organizations to require a citizenship identifier on the Census questionnaire which will later be used to exclude undocumented immigrants from the Census count.

C. Recommendations

Given our findings, the NHLC recommends action by federal, state, and local agencies, the political parties, and the Hispanic community to accomplish the following:

1. **Increase the Number of Hispanics in Leadership Positions:**

   a. Elected and appointed officials should appoint Hispanics to Cabinet level positions and decision-making roles in federal, state, and local governments, as well as in public institutions.

   b. Elected officials should make more appointments of Hispanic judges at all levels of the federal and state judiciary system to remedy the tremendous underrepresentation that exists.

2. **Substantially Increase the Appointment, Training, and Promotion of Hispanic Women at All Levels of the Federal, State, and Local Governments:**

   a. Public institutions should include the use of creative approaches, i.e., cooperative education, and monitoring programs, to increase appointments and promotions.

   b. Public institutions should be required to enforce affirmative action plans and regulations governing equal employment opportunity.

3. **Provide Greater Access for Hispanic Participation in the Electoral Process:**

   a. Congress should establish national standards for voter registration to remove barriers and discriminatory structures which prevent Hispanics from fully participating in the electoral process. These changes include election day registration; mail-in registration; language assistance in registering; and providing voter registration services in all federal, state, and local government agencies.

   b. The Voting Rights Act of 1965 has been, and will remain, a key tool in the political advancement of Hispanics. Enforcement of Section II of the Voting Rights Act, the inclusion of Hispanic organizations in the process, and direct community involvement are critical to achieve the goals of greater political participation.

   c. Congress and the INS should increase U.S. citizenship opportunities for Hispanic immigrants. This includes increasing the dissemination of information on the naturalization process, an alternative citizenship exam free of subjective and arbitrary determinations, and expanding English-as-a-Second Language and U.S. citizenship courses.

d. Congress should provide funding to develop and implement educational and outreach programs designed to enfranchise Hispanics into the citizenship and electoral process. Hispanic community-based organizations are a key source for implementation of these educational and outreach programs. Congress should provide funding to develop such programs.

e. National political parties should establish measurable affirmative action policies to ensure participation and access by Hispanics at all levels of party structures -- local, county, state, and national. As political institutions, the national parties should develop training programs and recruit Hispanics to run for office at all levels. The political parties should allocate resources to increase Hispanic voter registration and fund "get out the vote" efforts. These resources must go directly to Hispanics and Hispanic community-based organizations.

f. A strong program of education must be an integral part of any effort to increase political participation among Hispanics. This will require expansion and creation of educational and outreach programs that encourage Hispanics to actively participate in the political and governmental process. Community-based Hispanic organizations should also play an active role in this process. National, state, and local political parties should be responsive to and serve as a vehicle for greater Hispanic political participation.

4. Provide a Full and Fair Census Count:

a. The Census Bureau should involve Hispanic community-based organizations in all phases of Census planning and implementation.

b. Congress should direct the Census Bureau to adjust the 1990 decennial Census for the anticipated undercount.

c. Congress should take no action to exclude individuals from Census counts based on citizenship status.

d. Congress should direct the Census Bureau to restructure and correct the federal data on Hispanics, especially by increasing the analyses and reports providing data by Hispanic subgroups.

e. The Farm Worker Census Report required by the Immigration Reform and Control Act should be conducted at peak harvest to provide an accurate count.

5. **Support and Promote Creative Approaches to the Development of Leadership among Hispanic Women, Youth, and the Elderly:**

a. Public institutions, the private sector, and the school system should collaborate with community organizations in creating and expanding leadership development programs, including internships and employment opportunities for Hispanic women, youth, and the elderly.

b. Public institutions, the private sector, and the school systems should collaborate with community organizations in creating a support network and creating opportunities for Hispanics within their organizations.

c. Public institutions should be encouraged to use successful models that address leadership development from a cultural and community oriented approach.

XIV. VETERANS AND HISPANICS IN THE MILITARY

A. Overview

Hispanics have played an important role in our nation's wars and military clashes, and have a history of patriotism which includes consistent overrepresentation as casualties in wartime, and more Congressional Medal of Honor winners per capita than any other ethnic group in the U.S. Hispanic men and women have been active participants in all wars in which the United States has been engaged since the American Revolution. Many Hispanics join the armed services not only for patriotic reasons but also as a means of obtaining higher education, employment, and experience which can be transferred to civilian life. The NHLC considered the following veterans and Hispanics in the military issues:

1. **Participation of Hispanics in the Military** - recruitment into Officers' Commissioning Programs; representation by service branch and rank; Hispanic women in the military; access to training programs; differential assignments, retention, and promotion; and impact of military pay levels, especially for enlisted personnel with families.

2. **Veterans' issues** - Benefits and health services of the Veterans Administration; and civilian job opportunities for Hispanic veterans.

B. Findings

After full consideration of the issues, the NHLC determined that:

1. Hispanics are underrepresented in the officer ranks, particularly at the higher levels of the military (field grade and above) in all branches of the service.

2. Military academies, ROTC, OCS, and other commissioning programs also show severe underrepresentation.

3. Insufficient historical research in the Department of Defense has led to inconclusive data on the pre-Vietnam

era participation of Hispanics in the military. This distorts or ignores the historical role Hispanics have played in the defense of our country.

4. Hispanics are generally underrepresented in the military, and recruitment efforts are not yielding significant increases in their participation.

5. We do not know with any degree of certainty the level of participation of Hispanic veterans in Veterans Administration programs. We believe, however, that Hispanic veterans do not fully utilize veterans benefits to which they are entitled.

6. The curtailment of the transportation allowance has had a disparate effect on the lower income groups, particularly the Hispanic community in rural areas.

7. Hispanic organizations are not fully participating in Department of Labor veterans training programs.

8. Hispanic veterans experience difficulty obtaining services that are culturally sensitive from state employment services providing job finding assistance and training opportunities.

9. The Veterans Administration Vet Center Outreach Program for Vietnam era veterans has successfully assisted over one-half million Vietnam era veterans and their families with post-military and war-related problems.

C. Recommendations

Given our findings, the NHLC recommends action by local, state, and federal agencies and the Hispanic community to accomplish the following:

1. **Improve the Accessibility and Provision of Services to Hispanics:**

   a. The Vet Center Program should be made a permanent service to the Veterans'

Administration and made available to veterans of other eras. Centers should be more accessible to Hispanic communities so that Hispanic Veterans take better advantage of their services.

b. The Administrator of Veterans Affairs should appoint an on-going Hispanic advisory committee to make recommendations on the needs of Hispanic veterans.

c. The Job Training Partnership Act (JTPA) Veterans Programs sponsored by private non-profit Hispanic veteran organizations should be fully funded. Agencies conducting this type of program should hire Hispanic employees to better assist Hispanic veterans.

d. State Veterans Employment Representatives (VERs) in areas of high Hispanic population should be Hispanic. The VERs should ensure that organizations fully participate in veterans' employment programs.

e. National Hispanic organizations should monitor the services of Veterans Administration hospitals, including the one in Puerto Rico, to assure that all services that Hispanic veterans have earned and to which they are entitled are fully provided.

f. Vietnam veterans exposed to Agent Orange and other lethal chemicals should be fully compensated for any disabilities resulting from such exposure.

g. The transportation allowance should be reinstated on a means-test basis.

2. **Increase Leadership Opportunities for Hispanics in the Military:**

a. The Department of Defense should direct the Army and Air Force to implement efforts

similar to the successful efforts of Association of Naval Services Officers (ANSO) for the recruitment of Hispanics into the Naval Academy and other commissioning programs.

b. Due to the projected shrinkage of military age youth in the future, the Department of Defense should take steps to make military service more attractive to Hispanics, the population with the highest growth rate.

c. Hispanics in the military should be assigned more visible roles to assist in the enhancement of recruitment and retention of Hispanics.

d. The Secretary of Defense should direct the Defense Equal Opportunity Council to continue sponsoring and funding research on minorities and women in the Department, including appropriate social and historical research.

e. The Department of Defense should establish a task force of senior military and civilian leaders in all branches of the services to provide guidance, monitor and make recommendations on the status of Hispanics to the appropriate service Secretary.

f. Hispanics should be appointed to policy-making positions in the Office of the Secretary of Defense and in the offices of the service Secretaries.

g. The Veterans Administration should develop data on the participation of minorities and women in its programs.

h. The national Hispanic organizations should take the lead in assuring the implementation of these recommendations by:

- Identifying Hispanic leaders interested in helping recruit candidates for officer schools;

- Identifying Hispanic scientists to participate in research fellowship programs conducted by the Department of Defense and other appropriate government agencies;

- Supporting legislation that benefits military personnel and veterans, such as the creation of a Veterans Affairs department and military pay increases; and

- Supporting efforts to erect a monument honoring Hispanics that have served in the military.

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Since its inception in 1976, the NHLC has not charged a registration fee for invitees. Consequently, the Conference has been funded entirely through contributions from corporations and foundations. As the national Hispanic community has grown, so too has the degree of corporate support for the NHLC. The 1988 sponsors are listed below. Nearly all were contributors to the Third Quadrennial NHLC Conference in 1984.

The NHLC is deeply grateful to these companies and foundations for their support. Indeed, they exemplify the kind of corporate social responsibility that the NHLC advocates in its AGENDA. The NHLC also extends its thanks to Roger J. Rivera, the Conference Consultant, for his fine work in coordinating every aspect of the Conference, but particularly for his liaison on behalf of the NHLC with corporate America.

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First and foremost we thank our Chairman, Pablo Sedillo, for his untiring dedication and exceptional leadership. Despite his own very busy schedule and the need to deal with 20 disparate and occasionally discordant organizations, he performed his task with great skill and aplomb. The Conference's success is a tribute to his statesmanship, fairness, and sense of direction.

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The Fourth Quadrennial National Hispanic Leadership Conference is dedicated to the memory of Jose Cano, past National Chairman, American G.I. Forum, and Co-Chairman of the Third Quadrennial National Hispanic Leadership Conference, held in April 1984.

Mr. Cano passed away in late 1987. A long-time leader within the Hispanic community both at the national and local level, especially in his home state of Texas, Mr. Cano dedicated his life to the advancement of all Hispanics. He is sorely missed.

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